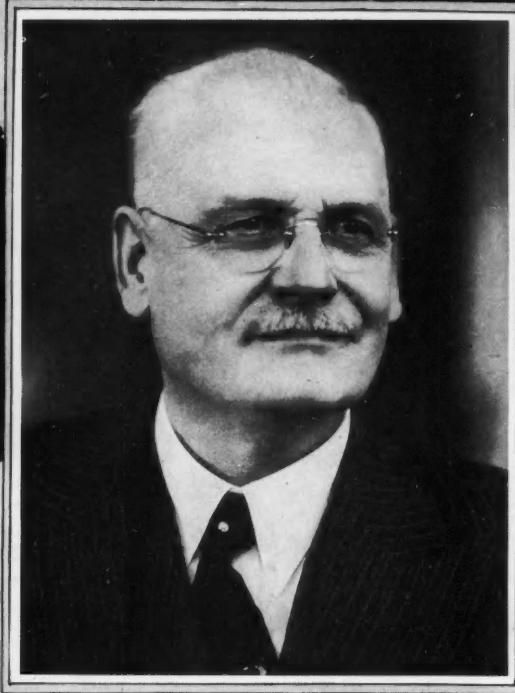


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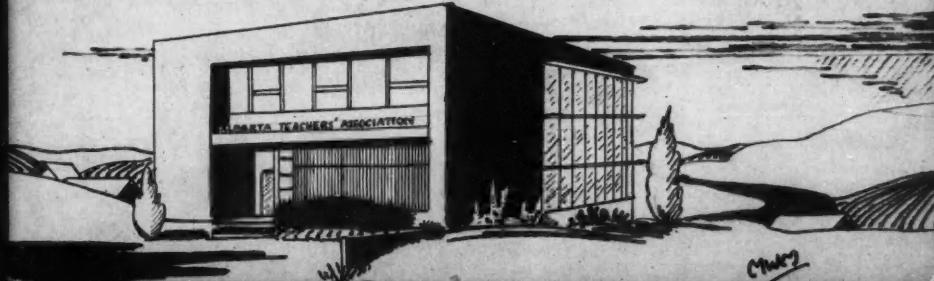
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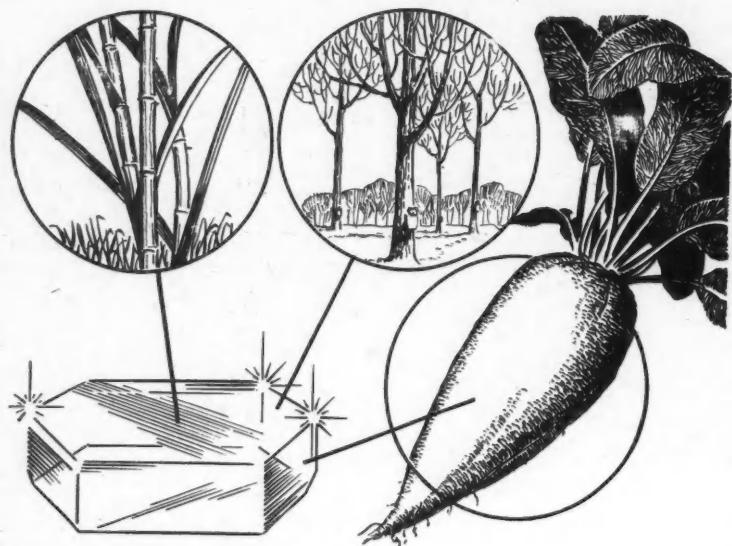
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"The obligation is upon teachers to develop what is called the right type of public opinion in regard to education."

John W. Barnett, 1928





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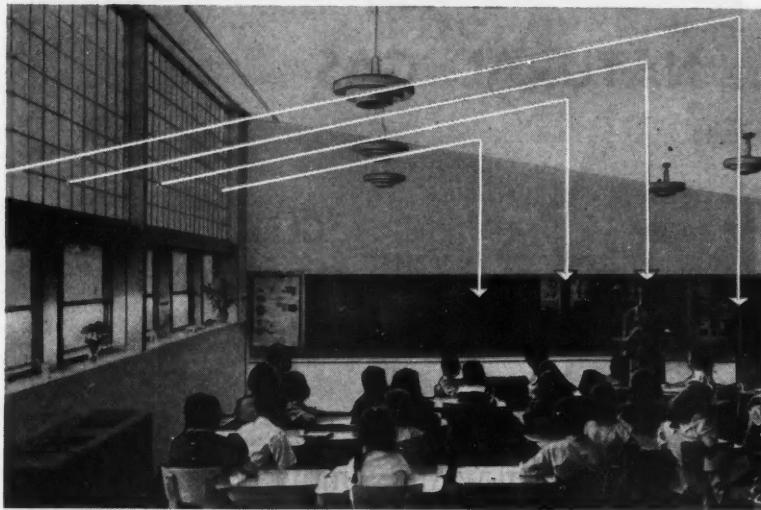
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THIS MONTH'S COVER

By Murray MacDonald

This setting for the portrait of John W. Barnett is in keeping with John's dream of a permanent home for the Alberta Teachers' Association. Here we catch a glimpse of that dream in reality.

ERIC C. ANSLEY, Managing Editor

F. J. C. SEYMOUR, Editor

Barnett House, 9929 - 103 St., Edmonton, Alberta

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Editorial

THE NATURE OF THE TEACHER SHORTAGE

The single most critical problem in education today is the ominous shortage of qualified teachers. We need recruits to replace those who leave teaching as well as new teachers for new classrooms.

✓ Recruitment or Retention?

So far, most of the solutions offered for this problem have one thing in common: get more young people to take teacher training. This has been the core of all the short-range, patchwork programs for recruitment advanced over the last two decades or more. The thinking underlying these campaigns is not very objective, and teachers' associations have pointed out the inherent fallacies in this approach. What is the use of trying to get more student teachers when you lose those, who are trained and qualified, in larger numbers than you recruit new teachers? Isn't it just about time that serious thought be directed to measures to stop the enormous wastage of trained teachers? We suspect that there is no shortage of trained teachers in Alberta; the trouble is that too many of them have left the classroom. Since 1905, Alberta has certificated 37,000 teachers. About 7,000 of these are now teaching. Of the 30,000 remaining, about half are either dead or have migrated to other provinces. A conservative estimate might be that there are 7,000 or more certificated teachers who could go back to the classroom.

Let's Face Facts

If all the students graduating from high school entered the teaching profession, we suspect we would still be short of teachers, as long as teachers continue to leave the classroom in large numbers. Unless we can hold those we have, or reduce the numbers leaving teaching, the shortage will become worse and worse. Low entrance requirements may help for a year or so but they cheapen the profession and kill its prestige. What damage untrained, and unqualified teaching personnel can do to the pupils, we will not speculate about here. Entrance requirements, and training programs, should be high enough to attract capable young people and to give those in the profession some pride in the work they do. So far, the public believes that almost anyone can teach, and, unfortunately, some of our educational leaders have that idea too. They take for granted that teaching is a stepping-stone to other occupations and that recruitment is more important than retention. They believe that teaching is a vocation for the itinerant.

When the public and those in charge of teacher training turn their attention permanently to holding trained teachers, we will take a positive step towards eventual solution of the problem. Let's concentrate more on why teachers leave teaching before we accept any more idealistic appeals to our high school graduates. When the public knows and accepts the conditions that will make teaching attractive and implement them in training programs and in living and working conditions, we may find that we will hold more teachers and attract more.

Salaries and Pensions Important

Beginning salaries must be competitive with those offered by business and industry. Maximum salaries must be high enough to maintain a family at a reasonable level of comfort and culture. Salary schedules must be based on objective factors, such as experience and preparation, which are impersonally administered. An adequate retirement plan will do much to hold teachers in the profession at a time when some consider moving into other occupations.

Security

Teachers must have security of tenure with dismissal for cause only and subject to stringent legal prescriptions. Their tenure must be free from personal attacks by small people.

Experienced and competent teachers expect freedom to live a personal life, subject to no more restraints than are applied to other good citizens. Because of the need for broad experience in social living, the enormous pressure of continuous teaching, teachers need generous allowances of time for study, travel, and relaxation.

Democratic Administration

The administration in educational framework must be democratic and cooperative. Classroom teachers expect to be consulted in policy-making and curriculum-building. Nothing is more destructive of confidence than oligarchic dictation of what should go on in the classroom. Theory and practice are incompatible unless they are nurtured by the same people. We suspect that many of our best teachers have left teaching because they consider that there is too much meddling with what they teach and how they teach it.

When

Some day, an enlightened and bold administration will put first things first. Teaching just doesn't hold teachers in large numbers. Until it begins to meet this problem, we will always have a teacher shortage.

Dr. Stan Clarke, assistant professor of the Faculty of Education at the University of Alberta, believes that we still emphasize the three R's.

Knowledge Versus Frills

STANLEY C. T. CLARKE

ONE of the serious charges laid against modern education is that the schools, especially in the higher grades, indulge in unnecessary frills. How can educators answer this charge? Can we answer it? We say "Yea."

A specific charge is that the "old-line" or matriculation subjects are skimped in the junior high school to make way for student government, compulsory student activities, and exploratory subjects such as art and oral French. What is the answer?

In Alberta the school week is divided into forty class periods. In the junior high school the compulsory subjects receive thirty-two periods per week, one of which is student government and student activities. The exploratory subjects receive eight periods per week. To permit flexibility the school may vary these times as follows: compulsory subjects 28-34, exploratory 6-12, student government and activities, 0-3. These are the facts.

Does student government and associated activities warrant this allocation of time? An answer can be quoted from the *Alberta Junior High School Program of Studies Handbook*.

"One of the more important purposes of the junior high school is to educate students for effective citizenship in democracy. Student government is one of the best means through which the student can develop habits and attitudes essential to good citizenship."

Returning to the exploratory courses: art, dramatics, music, home economics, industrial arts, community economics, these skimp the old-line or matriculation subjects to the extent of taking up 20 percent of school time. What is the justification for this?

Not all students are adapted to the old-line or academic treatment of English, social studies, mathematics, and science. In 1950-51, there were about 12,000 students in Grade IX, while nine years before, when these students were starting school, there were about 20,000 students in Grade I. Dr. Terman, of Stanford University, claims that about 13 percent of the Grade I students have sufficient academic ability to do good work in University. The junior high school cannot and must not tailor its program to this 13 percent when it is dealing with

(Continued on Page 52)

Labour Minister Gregg says that compulsory retirement at any specified age is archaic. Following are some statements made by people in Canada, in the symposium published by The Financial Post, December 13, 1952.

Can We Afford Compulsory Retirement At Age 65?

THE FINANCIAL POST

The Question: Labour Minister Gregg says compulsory retirement at a specified age is archaic and cruel. What comment or suggestions?

Canada is weakening its productivity potential by compulsory retirement of fit and mentally alert individuals just because they've reached a given age, most respondents to this week's question by The Post think.

Moreover, some point out, statistics show that life expectancy is lowered for forcibly retired individuals who have not found themselves another job.

Most say that employers should consider each case on its merits and forget about an unrealistic arbitrary yardstick, especially at a time when Canada needs as strong a labour force as it can get.

But while compulsory retirement for many is generally termed wasteful, even "stupid," some respondents think room should be made for youth in the higher echelons of employment. They point out that that can be accomplished with a selective retirement program and possible shifting of responsibilities, where applicable, but not retirement of those at the so-called "retirement age."

Prof. E. A. Allcut, University of Toronto

Most authorities agree with the labour minister. Age is not necessarily an indication of inability to do useful work. Increasing longevity postulates serious economic problems as more of the population is in higher age groups. Also judges and cabinet ministers are being appointed at ages corresponding to the retiring age in other professions.

The situation in the engineering field is becoming increasingly absurd and illogical. We have a chronic shortage of engineers and yet able and experienced men in good physical and mental health are being retired because they have reached an age limit which was determined arbitrarily in the first place.

**F. S. Auger, Publisher,
The Tribune, Winnipeg**

A large manufacturer recently found upon medical examination that 129 out of the first 130 examined were physically fit to continue working after 65. Another recent study of a large group who were retired at 65 shows that mortality was much low-

(Continued on Page 53)

1952 Income Tax Returns

JOHN P. McCLARY

PERSONAL income tax returns, on Form T.1 Short or T.1 General, covering the calendar year 1952 must be filed on or before April 30, 1953 with the Director—Taxation at either Edmonton or Calgary, depending upon past practice and the part of the province in which the taxpay-er resides.

While there have not been many major changes in The Income Tax Act covering 1952, the following may be of interest to teachers.

Medical expenses deductible have been increased to \$1,500.00 for single person and \$2,000.00 for a married one, with \$500.00 allowed for each dependent (\$2,000.00 maximum). Only that portion of medical ex-penses over 4 percent of net income may be deducted, as in the past. Al-lowances in 1951 were half of the above.

Medical expenses which in 1951 must have been incurred and paid in a twelve-month period ending in the year may now be claimed if paid in a twelve-month period ending in 1952, even if incurred previous to that period.

Commencing in 1952, the Act has been amended to delete the provision that a person's income for the year shall be deemed to be not less than his income from his chief source of income, except in the case of farm-ing. Thus losses on secondary sources of income, such as invest-ments, rentals, etc., may now be deducted from salary.

The ATA fees deducted from salary by school boards may be claimed as a deduction from salary under the heading "allowable union or like dues paid to _____." The scale of ATA fees is given below so that the amount to be claimed may be computed.

The deduction allowed is for ATA fees only. The 1/2 percent deduction for Supplementary Pension Fund is not allowable for income tax pur-poses.

These are the more important changes affecting personal tax re-turns for 1952. Careful reading of the explanations on the form before filling in the required information will give the correct liability or re-fund due, as the case may be.

Annual Salary Rate of ATA Fees

Less than	\$1500	\$1.25 per calendar Month or \$15.00 per annum
\$1500 to	1999	1.50 per calendar Month or 18.00 per annum
2000 to	2499	1.75 per calendar Month or 21.00 per annum
2500 to	2999	2.00 per calendar Month or 24.00 per annum
3000 to	3499	2.25 per calendar Month or 27.00 per annum
3500 to	3999	2.50 per calendar Month or 30.00 per annum
4000 to	4499	2.75 per calendar Month or 33.00 per annum
4500 to	5000	3.00 per calendar Month or 36.00 per annum
More than	5000	3.25 per calendar Month or 39.00 per annum

Two Thousand Words Are Enough

W. T. CUTT

ALTHOUGH the title of this little essay flatly contradicts that of an article by Charles E. Johnson of *New York State Education*, in January issue, *The ATA Magazine*, I liked his *Two Thousand Words Are Not Enough*. He got to his point at once and argued honestly in language free from artificiality and pretentiousness. Yet while we would welcome into high school students who could spell five thousand words correctly, most of us would say that the teachers who send their pupils into high school knowing two thousand are doing excellent work. These teachers need not feel badly if their pupils know a mere two thousand.

Charles E. Johnson put forward suggestions for further spelling that seemed simple and interesting exercises for teacher and student. The concentration on the spelling of nouns was the weakness of two of the plans. As a rule, our high school students spell nouns more correctly than they do verbs and verbals, possibly a result of the teaching of nouns in spelling in preference to the other parts of speech. And we all find the noun easier to check for spelling than we do other parts of speech; it has only two complications, the plural and the possessive. Verbs, adjectives, and adverbs have several complications which are not so accessible in the dictionary as are the complications of nouns.

An analysis of *Two Thousand Words Are Not Enough* may cast some light on spelling needs, for one of its virtues is simplicity of language.

A small vocabulary of 500 words is enough to write an essay of a thousand words or more. W. T. Cutt, of the Correspondence School Branch, argues for good spelling of a small vocabulary and gives a few suggestions.

age, the use of words that most students could use.

It contains 1,310 words. I set out to whittle these down by picking out common words that had been used repeatedly.

Articles, prepositions, conjunctions, pronouns, common modifiers, and auxiliaries are a large part of any composition. In the article in question, the following were used with the denoted frequency.

<i>A, an, the</i>	137
<i>of</i>	50
<i>to</i>	43
<i>at, by, with, from, for, on, upon, into, among</i>	40
<i>or, if, not, as</i>	15
<i>and, but</i>	32
<i>much, many, more, most</i>	17
 <i>Total</i>	 334
 <i>this, that, these, those</i>	 42
<i>which</i>	18
<i>he, we, it, you, they, them</i>	26
<i>his, your, our, each</i>	26
<i>is, are, be, been</i>	38
<i>may, would, should</i>	30
<i>has, had, have</i>	12
<i>there, where</i>	8
 <i>Total</i>	 198

These few simple words, then, were responsible for 532 words out of 1,810. What of the remaining 778?

In an article about spelling we expect certain words to be used repeatedly; the author will have to use *spell* and *word*, for example. Here are some of the most frequently repeated.

words	28
list	24
children	25
vocabularies	8
teach, teacher, teaching	24
spell, spelling	14
write, writing	10
needs	9

The total here is 142. Besides these, some thirty others were repeated, some six times. Enough analysis has been done to show that a vocabulary of six hundred words is enough to write an article on a technical subject. If our student can spell five hundred words correctly, he can write a composition of a thousand words. Yet how many correctly-spelled essays of three hundred words are there in the June examinations?

Without going into the contention as to whether or not our spelling is equal to what it once was, we can recognize the fact that the old way of teaching reading may have been a very poor way of teaching reading but it had certain advantages in teaching spelling. And while we refuse to revive the old way of teach-

ing reading, we may note that we have no adequate single method of teaching spelling to replace the laborious read-plus-spell way of long ago. The word-list method helps, it makes the pupil word-conscious and it makes him look at words, but while it is indispensable it is also by itself quite inadequate.

Some argue that careful pronunciation will insure perfect spelling. Some words, *surprise*, for example, are misspelled because they are wrongly pronounced, but as great a help as pronunciation is, the answer does not lie there.

All this is useless if the writer cannot suggest a cure. He is no expert in teaching spelling, yet the reading of tens of thousands of papers prompts him to suggest the following:

- (a) perfection in spelling two thousand words,
- (b) thorough drill in word families,
- (c) do not give pupils exercises with faulty spelling and grammar for correction,
- (d) scrupulous correction of all written work.

This is impossible. There is no time for it. Good spelling is impossible just as long as our teachers are overloaded with other subjects. If we admit the students are doing things more important than learning to spell the hard way, we must either find an easy way or put up with surprises.

Anticlimax

*In praising schools of former days
Our arguments are ample,
Until we finally get around
To boasting we're a sample!*

B. Jo Kinnick, NEA Journal

Annual General Meeting, 1953

Edmonton Welcomes Teachers

On behalf of the City of Edmonton, I am pleased to have this opportunity of welcoming the Delegates of the Alberta Teachers' Association to your Annual General Meeting which is being held in our City.

The teachers of our Province are making a very important contribution towards the advancement and progress of our society, which in some ways is a complex one, and we as citizens are grateful for their unselfish efforts in preparing our youth to meet the problems as they may arise.

In coming together to a meeting of your fellow teachers to discuss common problems will, I am sure, further assist you in increasing your contribution to this cause. I therefore wish you success in your deliberations and in your efforts, and may this meeting not only be an inspiration to each and everyone of you, but also provide you with an occasion for a pleasant visit amongst us.

WM. HAWRELAK,
Mayor.

Provincial Executive Election

The following is a list of nominations of candidates for election to the Executive Council, for the year ending Easter, 1953. In cases where one complete nomination only has been received, the candidate will be declared elected by acclamation.

Position	Name	Nominated By
President	Robert Kimmitt Coalhurst	Calgary City, Crowsnest Pass, Edmonton Elementary, Edmonton High, Edmonton Junior High, Lethbridge City, Lethbridge District, Macleod, Taber, Vermilion.
	Lars Olson Holden	Bonnyville, Drumheller, Grande Prairie, High Prairie, Holden, Killam, Lacombe, Medicine Hat, Neutral Hills, Olds, Ponoka, Red Deer, Smoky Lake, St. Paul, Thorhild, Two Hills, Vegreville, Wainwright, Westlock, Wetaskiwin.

*Vice-President	Frank J. Edwards	Athabasca, Calgary City, Correspondence School Branch, Crowsnest Pass, Edmonton Elementary, Edmonton High, Edmonton Junior High, Killam, Macleod, Sturgeon, Taber, Thorhild, Vegreville, Vermilion Westlock, Wetaskiwin.
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District Representatives

*South-eastern	Dorothy Benjamin Hanna	Sullivan Lake.
*South-western	G. S. Lakie Lethbridge	Crowsnest Pass, Lethbridge City, Lethbridge District, Taber.
*Calgary District	Inez Castleton Calgary	Calgary City.
*Central Eastern	K. W. Sparks Sedgewick	Hardisty-Provost, Holden, Killam, Wainwright.
*Central Western	D. A. Prescott Red Deer	Lacombe, Olds, Ponoka, Red Deer, Stettler.
Edmonton District	W. E. Kostash Edmonton H. J. M. Ross Edmonton	Correspondence School Branch, Edmonton High. Edmonton Elementary, Edmonton Junior High, Sturgeon, Thorhild, Westlock.
North-eastern	Nicholas Poohkay Hairy Hill	Lamont, Two Hills.
	Michael Skuba Smoky Lake	Athabasca, Bonnyville, Smoky Lake.
*North-western	W. D. McGrath Peace River	Fairview, High Prairie, Peace River, Spirit River.

***Elected by Acclamation**

Nominations for President



ROBERT A. KIMMITT



LARS OLSON

R. A. Kimmitt, principal at Coalhurst, has first class general standing in education from Alberta, receiving his master's degree last year. He is presently serving his second term as district representative for Southwestern Alberta. During his seventeen years in teaching, Bob has headed many local committees, served as president and collective bargaining chairman for two successive years, and also found time to write a series of articles on Education for *The Lethbridge Herald*. In 1950 he was chairman of the campaign for greater government grants conducted in Southern Alberta. Due to his past record and experience in ATA matters, and his enthusiastic concern for teacher welfare, the Lethbridge Local feels fortunate to be able to sponsor his name.

Other locals nominating Mr. Kimmitt are Lethbridge City, Edmonton High, Edmonton Elementary, Macleod, Taber, and Crow's Nest Pass.

Again, we are approaching the time when we must elect a new Executive Council. As a nominee for the office of president, I ask for your vote and support.

I have taught for twenty-nine years, during which period I have been a member of our Association. It has been my good fortune to have taken part in almost all phases of our association's activities; at sub-local, local, and provincial levels, including the following: (1) Bargaining agent for the ATA on several occasions, (2) Member of four arbitration boards, (3) geographic representative for Central Eastern District for two years, (4) Member and/or chairman of several Executive Committees: discipline, building, resolutions, finance, conference, etc., (5) consultant in ATA Administration at the Banff Workshop for three years, (6) Vice-president of the ATA for the last two years.

My aim, at all times, has been to work for the advancement of our profession and to develop unity and united action within our own ranks.

I wish to thank you for support given in the past and hope I may be able to serve you in the future.

Nomination for Vice-President



FRANK J. EDWARDS

Frank J. Edwards has been teaching in Alberta since 1935 with the exception of four years with the Royal Canadian Air Force and one year of graduate study.

In 1938-39 he served on the Executive Council as district representative, for Southeastern Alberta. He is now completing his third year as district representative for Edmonton District, and his second year as president of the Edmonton High School Teachers' Association.

Those who have followed the work of the Executive Council have become aware of Mr. Edwards as an independent and effective member. At the present time he is chairman of three important Executive Council committees. He has, on behalf of the Alberta Teachers' Association, been a successful salary negotiator in various parts of the province.

Three years of consecutive Executive service have kept Mr. Edwards abreast of latest Association developments and problems. His experience qualifies him to give the leadership the position of vice-president demands.

Nominations for Southeastern



DOROTHY BENJAMIN

Dorothy Benjamin has taught in the Berry Creek School Division No. 1 from 1937 to 1944. She then received her appointment on the staff of Hanna S.D. No. 2912 and has been the Grade IX teacher in Hanna to date.

In ATA affairs, Dorothy Benjamin has always taken an active interest and has been secretary-treasurer of the Sullivan Lake Local since 1946. She has been secretary-treasurer of the joint convention of Acadia, Berry Creek, and Sullivan Lake locals since 1947.

She was the Sullivan Lake representative at the Banff Workshop in 1949 and again in 1951. She has been a councillor at the Annual General meeting in 1948, 1949, 1950, and 1951. On four different occasions she has acted as a member of the salary negotiating committee for the Hanna School staff.

Mrs. Benjamin is a candidate for the office of district representative for Southeastern Alberta.

District Representatives

Southwestern



G. S. LAKIE

G. S. Lakie has been teaching in Lethbridge for his 19 years' service, 14 of them as principal of Fleetwood School. His teacher training includes Calgary Normal School and summer school work at the University of Alberta and the University of Washington.

Executive ability in varied community activities is reflected in the offices Mr. Lakie has held. He is a past president of the Alberta Tuberculosis Association; Lethbridge YMCA Board; Lethbridge Kinsmen Club; Lethbridge Fastball Association. Currently Mr. Lakie is chairman of the Lethbridge Recreation Commission and is serving his third term as a city alderman.

In the Lethbridge City Local Mr. Lakie has actively represented the organization as president for three years, at five Annual General Meetings, at the Banff Workshop on pensions, as chairman of the Salary Negotiating committee for seven years. Mr. Lakie is also a past president of the Southwestern Alberta Teachers' Association.

Calgary District



INEZ CASTLETON

Inez K. Castleton, B.Ed., perhaps still better known to some as Inez K. Eynes, is now teaching at the Calgary University Demonstration School, having been a member of the Calgary City staff for the past fourteen years, and prior to this having taught in rural schools at Hussar, Rockyford, and Dalemead.

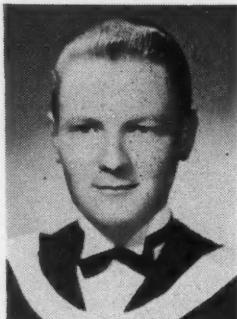
Mrs. Castleton has been most active in local ATA affairs, serving as secretary of the Calgary Rural Division, followed by twelve years of service with the Council of the Calgary City Local, in which time she was elected president for both the 1950-51 and 51-52 terms, and currently holds the office of past president.

During this twelve-year period with the Calgary City Local, she has been an active member of the School Improvement, Newsletter and Magazine, Social, and Resolutions Committees, and has been chairman of the Convention Committee and the Salary Negotiating Committee. Since first elected to Council she has been a Calgary representative to the AGM, and in 1952 was chosen to be one of the Calgary delegates to the Banff ATA Workshop.

Northeastern



NICHOLAS POOHKAY



MICHAEL SKUBA

Nicholas Poohkay, B.A., B.Ed., who is now completing his second year as district representative for Northeastern Alberta, has been principal at the New Hairy Hill High School for the past eight years.

He has had a great deal of experience in ATA activities and has always been known as an active leader in all matters pertaining to our profession.

He has strengthened the Northeastern District Council, which takes in seven locals, and in this way has helped to provide a clearing house for teachers in that area.

He believes that through cooperation and through united efforts it is possible to achieve those higher standards which we as teachers are striving for. He will continue to work for those ideals, and on that basis solicits the wholehearted support of all teachers concerned.

Michael Skuba graduated from the University of Alberta in 1945 and is currently completing his M. Ed. thesis. He taught in Derwent for one year and is at present principal of the 14-room H. A. Kostash School in Smoky Lake. Always a leader in ATA matters, he has held positions of president and vice-president of sublocals and locals, AGM delegate, president of the First Edmonton District Fall Conventions, and vice-president of the NE Alberta District Council. He has been sent by the Smoky Lake Local to the Banff Workshop on two occasions.

His leadership also extends into community work. He has served as president of the Welfare Association, secretary of the Curling Club, vice-president of the Lions Club, and for the past seven years, as secretary, and has given invaluable assistance towards the growth of the Smoky Lake Public Library.

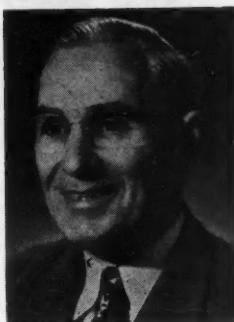
A successful teacher and administrator, Michael Skuba is keenly aware of, and deeply interested in ATA affairs. He fully realizes the importance of the profession and, if elected, will make a valuable contribution to the teachers of this district and the Association.

Central Eastern



K. W. SPARKS
Elected by Acclamation, 1953-54

Central Western



D. A. PRESCOTT

Northwestern

It has been a privilege and a pleasure to serve on the Executive Council during the past year. In spite of years of experience at the local level there was much to be learned when confronted with the overall picture, which this position affords. If given the opportunity to continue, I will spare no effort to further the interests of teachers and our profession. Our future as teachers lies within ourselves, individually and collectively.—*W. D. McGrath.*



W. D. MCGRATH

Donald A. Prescott, B.A., who is now completing his first year as ATA representative for Central Western Geographic District, has taught for more than twenty-five years in elementary, junior high and high schools of Alberta. During that time he has had successful experience as principal in each of these groups. For the past six years he has worked in Red Deer High School, teaching chiefly mathematics and science. Prior to joining the Red Deer teaching staff, he spent four years as an Education-Navigation-Personnel Counsellor Officer in the RCAF, at ITS Stations, SFTS Stations, Training Commands, and as director of Education at AFHQ Ottawa. At the time of his discharge he was a flight lieutenant.

He is keenly interested in all ATA work and during the past year has visited most of the sublocals in his geographic district, as guest speaker at their meetings.

Mr. Prescott deeply appreciates the privilege of serving the teaching profession, and should the teachers of Central Western Alberta choose him as their representative for another term, he will do his utmost to give them satisfactory representation at all times.



WILLIAM E. KOSTASH

W. E. Kostash is presently on the staff of the Edmonton Public School Board teaching commercial subjects in the Victoria Composite High School. Previously he was with the Department of Education for nine years from 1941 to 1950.

In the year 1950-51 he was assistant general secretary of the ATA.

He was a member of the Executive Council of the ATA representing Northeastern Alberta from 1938 to 1941.

He helped to organize locals of the ATA in the Faculty of Education in 1940 and in the Correspondence School Branch of the Department of Education in 1941, and served as treasurer of both of these locals.

As assistant general secretary of the ATA he gained considerable experience in salary negotiations and became familiar with the administration of association affairs and office routine.

He also had some experience in publicity work in connection with Education Week.

He holds degrees of B. Com. and M. Educ.



H. J. M. ROSS

Constructive policy for the ATA is my theme. My ATA activities include over twenty years of service on local executives; field work in collective bargaining consultant Banff Workshop, member of the General Curriculum and Elementary Curriculum Committees, and chairman of educational committees. I should like to point out four aspects of the ATA which I think merit serious consideration.

Locals: One of the most important parts of our ATA is the local and our professional future depends largely on development of its competence and initiative.

Salaries: The ability of locals to carry on collective bargaining has improved. Experience at bargaining, conciliation, and arbitration has left me with certain views as to how this vital function may be strengthened.

Professional Development: There is no easy solution to this problem but our experiences in curriculum making and research projects suggest that more teacher activity in these fields will lead to professional development.

Public Relations: This implies working towards certain clearly defined goals with the optimum of good will; it does not mean abandonment of ideals in exchange for tolerance.

Resolutions, Annual General Meeting, 1953

This material is confidential and the information contained therein is for the use of the members of the Alberta Teachers' Association only. None of the material contained in these resolutions may be reproduced, either in whole or in part, except on the written authority of the general secretary-treasurer of the Association.

NOTE: Some locals may find that their resolutions have not been printed exactly as forwarded to the office under statutory declaration. The councillors of the locals concerned have the right to ask that the resolutions be read, as originally drafted, and/or discussed at the same time that the resolutions covering the same matter or principle are before the Annual General Meeting.

Resolutions have been amended because:

1. They concern matters either in effect or being considered.
2. They are similar in content to other resolutions, one of which has been printed.

In these cases the Executive has selected the most comprehensive resolutions.

3. "By-laws and resolutions involving the expenditure of money of the Association shall be referred to the Executive Council for recommendation or report before being presented to the Annual General Meeting."—By-law No. 23.

There are four groups of resolutions to be presented to the Annual General Meeting:

(a) Resolutions passed by Annual General Meetings and regarded as policy resolutions of the Alberta Teachers' Association. These resolutions will be dealt with only by resolution of the Annual General Meeting to amend,

(b) other resolutions passed by previous Annual General Meetings. These will be reviewed by the Annual General Meeting of 1953,

(c) resolutions presented for consideration by one or more local associations,

(d) resolutions presented for consideration by the Executive Council of the Alberta Teachers' Association.

Policy Resolutions

1. BE IT RESOLVED, that the Government of Alberta be urged to adopt the following measures as minimum essentials for elementary and secondary education in the province:

(1) An immediate increase in teachers' salaries, such increase to bring the salaries to a professional level where they would attract the superior students of

the province, and where they might induce to return to the profession many teachers who have left teaching for more remunerative employment.

(2) Adequate grants up to at least 50 percent of the total cost of elementary and secondary education, such grants to include
(a) a grant per classroom,
(b) an equalization grant based

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on the assessment per classroom,

- (c) a grant per pupil based on enrollment,
- (d) a grant per teacher based on qualifications and experience,
- (e) a grant towards cost of transportation in centralization,
- (f) an isolation grant, based on the isolation of the school,
- (g) a building grant for schools and homes for teachers.

(3) Adequate retirement allowances, with the pension scheme providing for disability and death benefits.

(4) More teacher participation in school programs so that teachers may share in the development and planning of curricula and all other activities of the school.

(5) The establishment of higher standards for the teaching profession, including entrance requirements which are the equivalent of those for other faculties of the university, and a minimum of two years of training for certification.

(6) The employment of properly qualified persons in all teaching and supervisory positions.

(7) Security of tenure, including the right of a teacher or principal to an appeal in case of a proposed transfer.

The Executive Council proposes the following amendment to Section (1) of Resolution 1:

"(1) Increases in teachers' salaries, such increases to bring the salaries to a professional level where they will retain qualified and experienced teachers in the profession, and attract superior high school graduates."

2. BE IT RESOLVED, that the Alberta Teachers' Association ask the Department of Education

- (1) to encourage teachers to take a greater part in curriculum making throughout the province,
- (2) to make provision for centres

to build their own curricula in consultation with the curriculum branch of the Department of Education;

- (3) to use *The ATA Magazine* to report to the teachers all developments in curriculum making,
- (4) to use *The ATA Magazine* to acquaint teachers with all proposed curriculum developments and changes, and to allow time for teachers to study these proposed changes before they are put into effect,
- (5) to make adequate provision for curriculum meetings during school time at committee and sub-committee levels, and
- (6) for release of one or more teachers from classroom duties to do the writing with respect to curriculum making or changes,
- (7) to make provision for more representatives of the Alberta Teachers' Association on Department of Education curriculum committees.

The Executive Council proposes the following substitute resolution for Resolution 2:

"Whereas; it is generally agreed that the General Curriculum Committee of the Department of Education should be responsible for defining the objectives of the schools in Alberta, and

"Whereas; it is generally agreed that on the General Curriculum Committee and on all other curriculum committees of the Department of Education, the number of Alberta Teachers' Association's representatives should be greatly increased so that the various types of education programs in the province may be represented, and

"Whereas; it is generally agreed that what is taught in the classrooms is the real curricula, and

"Whereas; only a few members of the Alberta Teachers' Association have any share in curriculum making through present practices, and

"Whereas; it would undoubtedly be in the best interests of the public, the

pupils, and the teaching profession if all teachers were given some share in curriculum making,

"BE IT RESOLVED, that ways of giving teachers a share in curriculum making be investigated by the Executive Council of the Association and that a report of the findings be made to the councillors at the Annual General Meeting 1953, such investigation to include the following:

"1. The matter of having adequate representation of the Alberta Teachers' Association on all curriculum committees,

"2. The matter of having the General Curriculum Committee prepare general objectives for all curricula,

"3. The matter of having the Elementary, Junior High, and Senior High Curriculum Committees prepare detailed objectives for their respective grades, subject to the approval of the General Curriculum Committee,

"4. How to inform the teachers of the curriculum flexibility presently in effect,

"5. How to use The ATA Magazine to report to the teachers all developments in curriculum making, and to acquaint teachers with all proposed curriculum developments and changes, to allow time for teachers to study these proposed changes before they are put into effect,

"6. How to encourage local areas to adapt the curricula to their own local needs within the framework of general guides prepared by the provincial curriculum committee,

"7. The practicability and advisability of having teachers in Alberta go on exchange to study curriculum making in other districts, the use of inservice training courses and a course in the Faculty of Education in curriculum making, and the use of workshops, and further

"BE IT RESOLVED, that the Alberta Teachers' Association commend the Department of Education on its method of giving teachers advance notice of curriculum changes and of

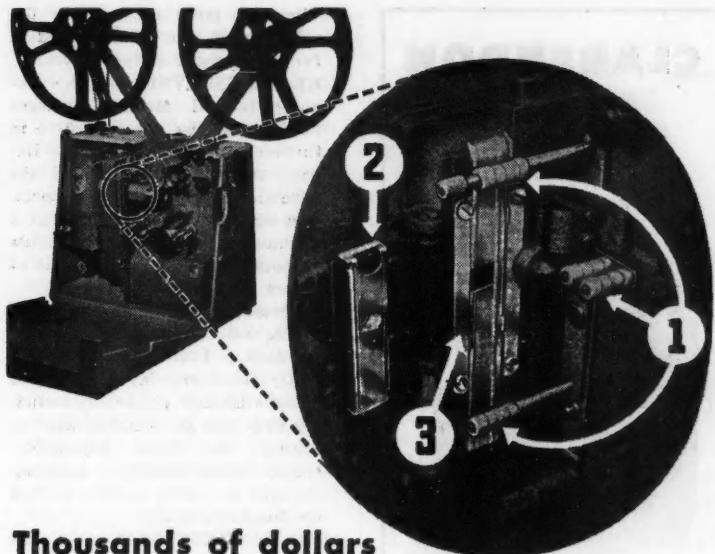
soliciting their opinions, with the hope that this will become established practice."

3. BE IT RESOLVED, that the Alberta Teachers' Association ask the conference committee and the Alberta Education Council to support their request to the Executive Council of the Government to engage a committee of one or more properly trained and experienced school technicians, in consultation with the Alberta Teachers' Association, to make a survey to form the basis for a minimum foundation program for the schools of Alberta, and that interested parties be permitted to submit briefs to the committee.

4. BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association urge the Department of Education to continue the practice of calling into consultation the Alberta Teachers' Association and the Alberta School Trustees' Association in regard to all proposed changes in *The School Act* or school regulations and any other matters in which teachers' interests are concerned.

5. Whereas; on January 1, 1953, only a few teachers in Alberta were being paid at a rate of salary less than \$2000 per year, **BE IT RESOLVED,** that the Alberta Teachers' Association ask the Department of Education and the Executive Council of the Government to amend Section 357 of *The School Act* by raising the Statutory Minimum to \$2000 per year and by the deletion of the proviso to Sub-section (3), "Provided that upon the request of a board the Minister may authorize the payment at a lower rate of salary for a specified time."

6. Whereas; the present system of collective bargaining between local groups of teachers and their employing boards has, in the main, proved satisfactory, but



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Whereas; there is merit in the principle of one salary schedule for all teachers in the province,
BE IT RESOLVED, that this Annual General Meeting endorse participation by our Executive in further conferences with the Department of Education and the Alberta School Trustees' Association with a view to arriving at a definite provincial salary schedule proposal for submission to councillors in General Meeting.

7. Whereas; according to the terms of *The School Act*, a teacher may be docked 1/200 of his annual salary for every day he does not present himself at school, including days that the weather was too severe, the roads impassable, transportation facilities suspended, and for other reasons beyond the teacher's control,

BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Department of Education to propose an amendment to *The School Act* providing for absence of the teacher from the school for any of the above reasons, without loss of pay.

8. Whereas; towns coming into divisions or counties may find that salaries of present teachers are above the divisional schedule, and Whereas; when schedules are changed from positional to single form, some salaries are higher than they would be under the single schedule,

BE IT RESOLVED, that we recommend that all collective agreements contain a clause stating "that no teacher shall suffer a reduction in salary, in whole or in part, by the coming into force of this schedule."

9. **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to propose an amendment to *The*

School Act providing for accumulative sick pay for teachers up to a maximum of 200 days.

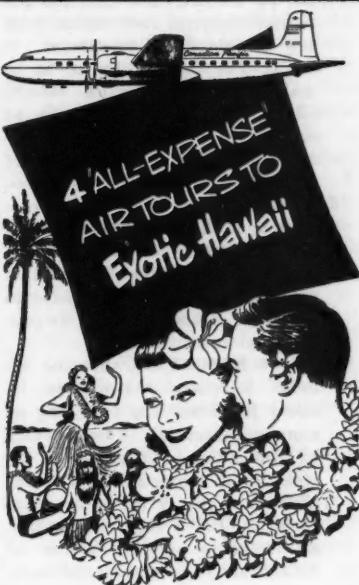
10. BE IT RESOLVED, that the Alberta Teachers' Association, and the local associations of the Alberta Teachers' Association, ask all members of the House of Commons and the Senate from Alberta to support legislation for federal aid to schools.

11. BE IT RESOLVED, that the Alberta Teachers' Association recommends to the Department of Education and the Executive Council of the Government that *The School Act* be amended by providing that all proposed terminations of designations of principals, vice-principals, assistant principals, and other administrative officers be subject to appeal to the Board of Reference, and that all proposed transfers of teachers be subject to appeal to a committee of the school boards and the teachers' associations.

12. BE IT RESOLVED, that the Alberta Teachers' Association petition the Government to amend the present legislation giving school boards the right to transfer teachers at the end of the school year, or during a school year, only when mutually agreed upon by all teachers concerned, such amendments to make provision for appeal of any notices of transfers of teachers.

13. Whereas; salary agreements are now negotiated by the board of trustees and representatives of the teacher employees,

BE IT RESOLVED, that the Alberta Teachers' Association ask the Department of Education and the Executive Council of the Government to amend Section 352, Sub-section 3(b) (iii) of *The School Act* by deleting "or by reason of the financial necessities or circumstances of the district."



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14. BE IT RESOLVED, that the Alberta Teachers' Association urge the Provincial Government to amend *The County Act* so as to make provisions for an elected school board that shall have as one of its responsibilities the requisitioning and the control of funds for educational purposes.

15. Whereas; under the present practices it is difficult for graduates of the Faculty of Education to have any definite information with respect to the Alberta Teachers' Association and its professional responsibilities,
 BE IT RESOLVED, that the Alberta Teachers' Association be asked to obtain the following as minimum essentials in the Faculty of Education: (1) adequate instruction in ethics and professionalism such as is given in other faculties, (2) a requirement that all members of the Faculty of Education be members of their professional organization, the Alberta Teachers' Association.

16. Whereas; it is not possible, in a one-year teacher-training program, to make adequate provision for academic courses, professional courses, and practice teaching, BE IT RESOLVED, that the Alberta Teachers' Association recommend to the Department of Education, the Executive Council of the Government, and the Board of Teacher Education and Certification that the one-year program of teacher training be eliminated and that a minimum of two years in the Faculty of Education of the University be required for certification.

17. BE IT RESOLVED, that the Department of Education and the Faculty of Education of the University of Alberta be asked to organize workshops for groups of teachers as a form of inservice training and that school boards

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be encouraged to send teachers to attend these workshops, and that teachers who attend shall receive their salaries in full and have all expenses paid.

18. **BE IT RESOLVED**, that the control of standards and conditions of entrance to the teaching profession be determined in consultation with the Alberta Teachers' Association.

19. Whereas; in the interests of education it is desirable that all teachers be fully qualified, and Whereas; regular classroom teachers must meet the requirements as set forth by the Department of Education and the Board of Teacher Education and Certification,
BE IT RESOLVED, that the policy of the granting of Letters of Authority be restricted immediately and that this policy be discontinued permanently at the earliest possible moment.

20. **BE IT RESOLVED**, that those teachers who go on a legal strike receive up to 75 percent of their wages during such strike.

21. **BE IT RESOLVED**, that (1) the Executive Council of the Alberta Teachers' Association set up a fund for the purpose of paying all or part of the salaries of teachers who are on strike with the approval of their local association and the Executive Council of the Alberta Teachers' Association, and other expenses in connection with the strike, and (2) this fund to be called the Special Emergency Fund of the Alberta Teachers' Association, to be used in emergencies in Alberta only, and
(3) the fund be established through the following means:
(a) a levy of one dollar per teacher per week while the strike is in progress, and for as long after the strike is settled as

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- The deadline for the acceptance of registrations is April 30th. Exceptions to this ruling may be made in special cases, but only with specific approval of the Dean of Arts and Science or the Dean of Education.

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- CORRECTION: "French 111," which appears in the Time-Table on Page 44 of the Summer Session Announcement, should read "French 55."

deemed necessary by the Executive Council. This amount to be collected by the locals,

(b) such portion of the general surplus as may be voted each year by the Annual General Meeting.

(c) additional contributions

from local associations and individuals,

(d) accumulated interest on any amounts in the fund.

22. BE IT RESOLVED, that the Alberta Teachers' Association approves the principle of equal pay for equal work.

Other Resolutions Passed by Previous Annual General Meetings

23. BE IT RESOLVED, that the Alberta Teachers' Association inform the Executive Council of the Government that it favours the continuation and extension of using part of the money for bursaries for students in the first and second years of training in the Faculty of Education, for scholarships to students in the third, fourth, and post graduate years of training in the Faculty of Education.

24. BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Department of Education to negotiate with the Association in regard to the relationship between teachers, principals, and superintendents, and in the matter of advertising staff vacancies.

The Executive Council proposes the following amendment to Resolution 24:

"BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Department of Education to discuss with the Association the relationships among teachers, principals, and superintendents."

25. BE IT RESOLVED, that the Alberta Teachers' Association ask the Department of Education that, in all schools, provision be made for adequate staff rooms, including principal's office and a general staff room.

26. BE IT RESOLVED, that the Al-

berta Teachers' Association ask provincial and local school authorities to give consideration to finding a solution to the problem of living accommodation for teachers, including the feasibility of building houses and apartments centrally located in villages or towns, such buildings to have modern facilities.

27. BE IT RESOLVED, that the Alberta Teachers' Association recommend to all locals that in their collective agreements provision be made for the school boards to supply stenographic and clerical assistance to principals, vice-principals, and teachers.

28. BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Alberta School Trustees' Association and the Department of Education to provide time off for principals, vice-principals, and teachers in order to look after details of administration and/or preparation of material for classroom instruction.

The Executive Council proposes the following substitute resolution for Resolutions 27 and 28:

"BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Alberta School Trustees' Association and the Department of Education to provide:

"(a) time for principals, vice-principals, and teachers in order to look

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after details of administration and/or preparation of materials for classroom instruction,

"(b) stenographic and clerical assistance to principals, vice-principals, and teachers."

29. BE IT RESOLVED, that the Department of Education be asked to cooperate with the Alberta School Trustees' Association and the Alberta Teachers' Association in the preparation of regulations with regard to the renting of teacherages.

30. BE IT RESOLVED, that the Alberta Teachers' Association ask the Department of Education and the Executive Council of the Government to amend Section 367, Sub-section (2) of *The School Act* by providing that a vice-principal be appointed in every school where

six or more teachers are employed.

31. BE IT RESOLVED, that the Alberta Teachers' Association ask the Department of Education to propose an amendment to *The School Act* giving local associations of teachers the right to negotiate with the school boards with respect to holiday periods, having regard to transportation facilities and to the minimum holidays provided in *The School Act*.

32. BE IT RESOLVED, that the Alberta Teachers' Association ask the Department of Education and the Executive Council of the Government to propose an amendment to *The School Act* by providing for payment of a teacher's salary in full for a period of not

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more than five days in any one year in cases where a teacher is absent from school to attend meetings of educational nature.

33. Whereas; good public relations and an organized plan of publicity are needed to keep the people of Alberta informed with respect to the good and bad features of our educational system, and

Whereas; a lack of interest on the part of our citizens in our schools may be due to ignorance of the state of our schools and of the objectives of education in Alberta, and not to public indifference to education,

BE IT RESOLVED, that every local be urged to set up a public relations committee, and a publicity committee, which committees shall be directly responsible for public relations activities in

(1) sending news of local interest

to the local press,

(2) sending news of provincial interest to the Alberta Teachers' Association Head Office,

(3) assisting the Alberta Education Council publicity campaign and all other campaigns interested in the welfare of our schools,

(4) cooperating with the press through advising them of educational events of interest and news value, and further

BE IT RESOLVED, that each local provide the necessary funds in order that this committee may not be handicapped in carrying out its duties.

34. Whereas; in the past no selection of applicants to the Faculty of Education has been in effect, and Whereas; the policy of admitting any person with the required

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academic qualifications has resulted in loss of prestige and professional status to the teaching profession,

BE IT RESOLVED, that the Alberta Teachers' Association ask the Board of Teacher Education and Certification to make provision for the adoption of some system of teacher selection, which should include a recommendation from the principal of the school from which the applicant has obtained his Grade XII training, personal interviews, and any other techniques that would assist in selecting as candidates for teacher training only those who are fitted for the profession of teaching.

The Executive Council proposes the following amendment to Resolution 34:

"BE IT RESOLVED, that the Alberta Teachers' Association ask the Board of Teacher Education and Certification to make provision for the adoption of some system of teacher selection, in consultation with the Alberta Teachers' Association; such system to include personal interviews, and any other techniques that would assist in selecting as candidates for teacher training only those who are fitted for the profession of teaching."

35. BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association, in cooperation with the Canadian Teachers' Federation, continue their efforts to have allowed as deductible from taxable income

- (1) expenses in attending summer school,
- (2) contributions of supplementary pension fee of $\frac{1}{2}\%$ of salaries;
- (3) professional books and magazines,
- (4) expenses of attendance at conventions,
- (5) living expenses while absent

from home marking examination papers.

36. Whereas, some books (including workbooks), tools, and equipment useful in the school room, manufactured in the United States, are not available in Canada, and Whereas; a teacher who purchases such books, tools, or equipment from the United States must pay a heavy duty on them, rendering impractical such purchases, which would otherwise be beneficial to teachers and pupils, **BE IT RESOLVED**, that appeals be made through the proper channels requesting the federal government to revise such duties, in the interests of education.

37. **BE IT RESOLVED**, that it is desirable that every high school, junior or senior of Alberta, which contains ten rooms or more, shall have on its staff at least one teacher specially trained in library administration.

38. Whereas; there is at present no good evidence on which to make long-range comparisons of student achievement in the basic school skills, and Whereas; many unsupported statements are constantly being made, comparing children of this school generation with other generations, or years, **BE IT RESOLVED**, that the Alberta Teachers' Association initiate a long-range research program in basic school skills in the province of Alberta with a view to providing evidence upon which future comparisons might fairly be made.

39. **BE IT RESOLVED**, that this Annual General Meeting endorse the idea of the formation of a high school athletic association to govern school competitions; that we request the Alberta Teachers' Association to assist in the formation of such an association.

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Resolutions Presented for Consideration by One or More Local Associations

40. Whereas; a better understanding by the provincial membership of the problems confronting, and the decisions of the Executive Council of the Alberta Teachers' Association would foster better professional relations and would aid in preventing misunderstandings regarding the actions of the Executive Council, and
Whereas; the councillors delegated to attend the Annual General Meeting are called upon to vote on matters of provincial policy, and a knowledge of the proceedings of the Executive Council would assist these councillors in more adequately understanding some of the basic problems involved,
BE IT RESOLVED, that copies of the minutes of the meetings of the Executive Council, presently distributed only to members of the Executive Council, be sent to the councillors through the secretaries of the locals and that one copy be retained by the secretary of the local for reference purposes.

41. Whereas; the majority of teachers are not adequately informed regarding the Alberta Teachers' Association policy, results of Executive meetings, motions passed by the Central Executive, results of Executive or secretarial meetings with government officials, and
Whereas; such information is deemed necessary for intelligent local discussion and decisions,
BE IT RESOLVED, that the Annual General Meeting go on record as requesting that a report of all important decisions be publicized in *The ATA Magazine*,

42. Whereas; the Executive Council records in head office of the officers of the locals are frequently incomplete; and
Whereas; this is a handicap to representatives sent out by the Executive; particularly those engaged in salary negotiations, and
Whereas; cheques and official business should be addressed only to those who have been duly and officially accredited as the proper officers of a local association,

BE IT RESOLVED, that following the annual election of officers of a local association no funds be remitted until names and addresses of all local officers have been received by the provincial office.

43. **BE IT RESOLVED**, that the Central Executive be directed to study the advantages of making the office of president of our Association a full time position, and to make a report in *The ATA Magazine*.

44. Whereas; according to the By-law of the Alberta Teachers' Association, the tenure of office of the president of the Association is one year, and
Whereas; it is felt that a term of office of two years would be more feasible and more advantageous to the progress of the Association,
BE IT RESOLVED, that the said By-law be amended to read as follows: "The President
..... who shall hold office for two years....."

45. **BE IT RESOLVED**, that the convention committees of the cities of Calgary and Edmonton whose conventions are held in February be empowered to choose their own convention guest speaker and that the Central Executive make a grant towards the expenses of the speaker such grant to be equal to the amount expended by the Executive Council for the 1953 convention speaker.

46. BE IT RESOLVED, that this Annual General Meeting instruct the Executive Council to prepare and to send out an electoral ballot seeking to amend the By-laws to make it unnecessary to have a statutory declaration accompany resolutions and nominations sent by officers of locals on behalf of their locals to the Executive Council or to the Annual General Meeting.

47. Whereas; the numbered ballot used in Alberta Teachers' Association elections is undemocratic,

BE IT RESOLVED, that it be discontinued forthwith.

48. Whereas; the health scheme of the Alberta Teachers' Association was set up without establishing required benefits and then submitting these for bids to all interested companies,

BE IT RESOLVED, that this

Annual General Meeting instruct the Executive Council to review the insurance scheme by retaining the service of an insurance lawyer and a CLU to draw up the framework of a health scheme which shall include optional benefits that might be desired by certain locals; and by submitting a standard health scheme framework to all insurance companies for competitive bids so that the locals may have some assurance that the proposed scheme is the best that can be secured.

49. Whereas; hospital accommodation is at a premium and thus doctors tend more and more to examine and treat patients at the office,

BE IT RESOLVED, that we amend our scheme of payments under the hospitalization plan that the Alberta Teachers' Association has with the Occidental

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50. Whereas; many teachers spend considerable sums of money annually for books, periodicals, summer school courses, etc., and Whereas; these expenditures can properly be classified as necessities for the teacher's effective service, and

Whereas; other professions are allowed similar expenses as deductible for income tax purposes,

BE IT RESOLVED, that the Alberta Teachers' Association Executive continue to press to have these legitimate expenses deductible for income tax purposes by teachers.

51. Whereas; some salary schedules in the province are dated from January 1 to December 31, making it necessary to open negotiations for new salary schedules in December, and

Whereas; it has been the practice of the Alberta Teachers' Association Executive Council to publish salary policy statements early in the new year to inform those opening negotiations for new salary schedules in September, and

Whereas; this practice places those negotiating in December a year behind the accepted provincial objectives, and

Whereas; suggested salary schedules issued in January or later must be anticipated by these groups,

BE IT RESOLVED, that the Alberta Teachers' Association Executive Council publish any directives on policy and also as much information as possible on salary objectives for the following year, not later than November 1, by Newsletters, if not by *The ATA Magazine*.

52. Whereas; much difficulty is experienced by both pupils and teachers in implementing new courses because authorized texts and reference materials are not available in sufficient quantity,
BE IT RESOLVED, that when new courses are planned for which texts cannot be made available by August 1, the Department of Education shall cause such courses to be deleted from its program of studies for the ensuing term.

53. Whereas; many teachers are desirous of improving their qualifications, and
 Whereas; the University of Manitoba now offers extension courses, and
 Whereas; extension courses from the University of Alberta are offered in some areas of the province,
BE IT RESOLVED, that the Alberta Teachers' Association Executive be asked to contact the proper parties with a view to having such courses made available in the southern part of the province.

54. Whereas; increasing large numbers of teachers are attending tending summer school each year, and
 Whereas; these teachers come from all parts of the province, and are unable to return to their homes in the middle of the session and so vote, and
 Whereas; there is at present no provision for these teachers to vote in a provincial general election unless they do return to their homes,
BE IT RESOLVED, that the Alberta government be requested to amend *The Alberta Election Act* to allow these teachers to cast ballots.

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55. Whereas; the teacher shortage continues in Alberta, and Whereas; the methods adopted in the past have not been successful in overcoming this shortage, and

Whereas; the lowering of standards for entrance into the teaching profession does not appear to be the solution nor is it desirable,

BE IT RESOLVED, that the Alberta Teachers' Association Executive explore with the official bodies concerned, other means of attracting young people into the profession. Such means might include (a) greater emphasis on two-year bursaries rather than one-year bursary, (b) improvement of living conditions.

56. Whereas; the present number of students in many classrooms results in the loss of certain necessary aspects of student activity, development, and attention from the teacher, and

Whereas; such overcrowding results in unsatisfactory working conditions for the teachers, and Whereas; educational authorities have recommended the number of students per classroom at 25, and

Whereas; the public is apparently unaware of the decreased benefits obtained by students in overcrowded classrooms, and Whereas; any reduction in numbers is unlikely without authoritative action,

BE IT RESOLVED, that the provincial government institute an enforced limit of 30 students to a classroom.

57. Whereas; teacherages in many divisions and counties, particularly in northern Alberta, are in a deplorable state of disrepair and in many cases, because of unsafe heating facilities, constitute a serious fire hazard,

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BE IT RESOLVED, that the Department of Education be asked to make a survey of teacherages with a view to improving living conditions of teachers and ensuring their safety against loss of effects and life by fire.

58. Whereas; during the past several years there has been incorporated into the class register a burdensome system of transfers affecting pupils moving from one school to another, and a confusing system of term-end reports and summaries.

BE IT RESOLVED, that the Department of Education be requested to consider revision of record keeping with a view to simplification.

59. **BE IT RESOLVED**, that the Department of Education be requested to consider a change in the present school register to permit the use of a typewriter in compiling class lists, transfers, summaries, etc.

60. Whereas; the teachers of many schools have great difficulty in receiving the morning programs from the Alberta school broadcasts,

BE IT RESOLVED, that the Department of Education be requested to provide for a closer or more powerful outlet for these broadcasts.

61. **BE IT RESOLVED**, that this Annual General Meeting request the Executive Council to establish a standing committee on pensions.

62. Whereas; the teachers who continue to teach after their sixty-fifth birthday make a very worthwhile contribution to the stability of the Teachers' Retirement Fund, and

Whereas; at the present time they are receiving no recognition of this fact,

BE IT RESOLVED, that half the

years of service after sixty-five be counted as pensionable years the same as those years before the age of thirty.

63. Whereas; Section 12 of By-law No. 1 of 1948 of the Board of Administrators of the Teachers' Retirement Fund requires that no person receiving a pension under this By-law who is re-employed for any period or periods as a teacher shall be paid his pension or any part thereof during any such period or periods except when the pension exceeds his salary in which case he shall receive the amount of that excess; **BE IT RESOLVED**, that an amendment to Section 12 of By-law No. 1 of 1948 be made so that retired teachers may take employment as teachers without losing their pensions.

64. Whereas; it has been the policy of the Board of Administrators of the Teachers' Retirement Fund to refuse certain certified copies of documents as proof of age in the matter of the Teachers' Retirement Fund, **BE IT RESOLVED**, that any document legally acceptable as proof of age be rendered acceptable to the Board of Administrators of the Teachers' Retirement Fund for that purpose.

65. Whereas; the present Alberta Teachers' Association pension plan is not actuarially sound, and Whereas; the pension plan is not guaranteed by the provincial government, and Whereas; many younger teachers are paying money into the plan which would be sufficient to assure their own pension, and Whereas; there are many teachers who have rendered valuable service to the province but have not contributed to the pension fund sufficient to provide for their pension under the present scale of benefits, **BE IT RESOLVED**, that the Executive of the Alberta Teachers' Association be asked to look into the possibility of pensions being paid on the basis of a sliding scale. The benefits to increase with years of service with all to be paid a full pension after 21 years when the pension scheme will have been in operation for 35 years.

66. Whereas; the teachers of the province of Alberta are now contributing 5 percent towards the Pension Fund, and Whereas; in addition they are contributing a further $\frac{1}{2}$ of 1 percent of their salaries towards the Supplementary Pension Fund

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which is not even deductible for income tax purposes; and Whereas; the Supplementary Pension Fund was instituted primarily to help out with the teachers' living expenses, and Whereas; all or almost all of the teachers now receiving this supplementary pension are now eligible for the federal pension of \$40.00 a month,

BE IT RESOLVED, that this Supplementary Pension Fund of $\frac{1}{2}$ of 1 percent of teachers salaries be immediately discontinued.

67. Whereas; under the present system of certification, teachers not qualified by experience to teach certain subjects, e.g., science, social studies, French, etc., are allowed to teach these subjects, while teachers with special qualifications and backgrounds in these subjects are not allowed to teach them, **BE IT RESOLVED**, that the Alberta Teachers' Association and the Department of Education investigate the matter to determine what steps could be taken to make certification more practical.

68. Whereas; the success of Grade IX and Grade XII students depends upon the pupils' training in elementary grades as well as in junior and senior high school and that this success or failure reflects upon Grade IX and high school teachers,

BE IT RESOLVED, that the Alberta Teachers' Association continue to press for a termination of the practice of employing supervisors, and further

BE IT RESOLVED, that the Alberta Teachers' Association continue to press the government to raise the standard of teacher qualifications.

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Resolutions Presented for Consideration of the Annual General Meeting by the Executive Council of the Alberta Teachers' Association

69. Whereas; Sections 11 and 29 in every township have been set aside as school lands and the proceeds from the sales of these lands have been placed in a fund, the interest of which has been used for school purposes, and Whereas; no record of the sale of the mineral rights on any school lands seems to have been credited to this fund,

BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association be instructed to ask the Alberta School Trustees' Association to co-operate with the Alberta Teachers' Association with respect to having an enquiry made as to the disposition of the proceeds of the sales of these school lands, including mineral rights.

70. BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Government to amend the *By-laws of The Teachers' Retirement Fund Act*, providing that teachers retiring in 1953 have their retirement allowance based on the average annual salary for the six consecutive years of his pensionable service during which his salary was the highest; in 1954 for the seven years; in 1955 for the eight years; in 1956 for the nine years; in 1957, and after, for the ten consecutive years of his pensionable service during which his salary was the highest.

71. BE IT RESOLVED, that the Executive Council of the Alberta Teachers' Association ask the Government to amend *The School Act* so that teachers' contracts be not automatically terminated on June 30, following their sixty-

fifth birthday, but shall be continuous with this provision: that after the age of sixty-five the Board may terminate the contract of a teacher and such termination shall not be subject to appeal to the Board of Reference.

72. **BE IT RESOLVED**, that the Executive Council be authorized to proceed with the establishment of a credit union as soon as possible, according to the regulations of the Credit Union League of Alberta which is affiliated with the Credit Union National Association.

73. **BE IT RESOLVED**, that payment for teachers marking examination papers, acting on departmental committees, etc., be their out-of-pocket expenses and remuneration based on their professional salary, which shall be, per hour, their annual salary divided by one thousand.

Resolutions Referred to the ATA Education Coordinating Committee

By regulation of the Annual General Meeting all resolutions dealing with curriculum, examinations, etc., are referred to The ATA Education Coordinating Committee for investigation and report. The following resolutions come under this category.

74. Whereas; the revised curriculum for senior high schools lists Grade XII social studies as an elective, and

Whereas; it has been reported that this revised course is to include a large proportion of Canadian history, and

Whereas; our students do not have a Canadian history course at any other stage of their senior high school career,

BE IT RESOLVED, that the Wainwright Teachers' Local, Alberta Teachers' Association, go on record as advocating the in-

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There will be vacancies for teachers on the Medicine Hat teaching staff with duties to commence 1st September, 1953.

Application forms and copies of the Salary Schedule will be forwarded upon request to the undersigned.

G. H. DAVISON,
Secretary-Treasurer,
Medicine Hat School
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MEDICINE HAT, Alberta

The Edmonton Separate School Board will make, during the next few months, several appointments to its teaching staff, duties to begin September 1, 1953. Interested teachers are invited to write to the undersigned for blank Application forms and Salary Schedules.

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elusion of Grade XII social studies among the subjects listed as constants.

75. Whereas; the majority of departments of education across Canada supply *World Review for Canadian Schools* to their high schools; and
Whereas; this pamphlet, published monthly by the United Nations Association in Canada, contains up-to-date, valuable material and comments on world affairs,
BE IT RESOLVED, that the Alberta Teachers' Association urge the Alberta Department of Education to supply this valuable pamphlet to the high schools of this province.

76. Whereas; teaching is an art, and, therefore, teachers must have maximum liberty to develop and use their own methods of instruction,
BE IT RESOLVED, that the Wainwright Local, Alberta Teachers' Association, deplores the growing tendency of the Department of Education to dictate the methods of instruction to be used in the classroom.

77. Whereas; the present English textbook for Grades VII and VIII, *Words and Ideas*, is above the understanding of the pupils in these grades, and
Whereas; the material presented in the books is not satisfactory for English classes in these grades, being too vague, and not containing sufficient exercises, and
Whereas; the degree of correlation between *Words and Ideas*, and the social studies course offered in these grades is very small,
BE IT RESOLVED, that the curriculum branch of the Department of Education be asked to remove these books from the course of studies.

78. **BE IT RESOLVED**, that the language courses in Grades VII and VIII be cycled.

79. Whereas; students in the high school can now proceed to the next unit of a subject in the academic field with a "C" standing.
BE IT RESOLVED, that the Alberta Teachers' Association Executive make representation to Department of Education for the restoration of the former restrictions.

80. Whereas; the readers for Grades I to VI provided by the Department of Education are excellent general purpose readers for the teaching of skills and techniques in reading; and
Whereas; the said readers contain only a very few examples of the very best prose and poetry found in our language for study as fine literature,
BE IT RESOLVED, that the Department of Education be requested to have published special literature textbooks containing a representative selection of the best of English prose and poetry suitable for each different grade level, and further
BE IT RESOLVED, that these textbooks, when published be placed in the hands of both teachers and pupils so that our heritage of fine literature shall be handed on to our children through the schools.

81. Whereas; the use of the terms "Jap" and "Japs" is not regarded favourably, and
Whereas; the use of the terms is contrary to the educational objective of the appreciation of the worth and dignity of humankind, regardless of race, creed or color, and
Whereas; the terms occur frequently in the revised edition (1946) of the recommended social studies reference book en-

titled *Contemporary Problems* by Bagnall and Norton, published by the Western Canada Institute Limited, Calgary, Alberta. **BE IT RESOLVED**, that the Alberta Teachers' Association strongly urge the Department of Education and offices concerned to take immediate steps to revise the book entitled *Contemporary Problems* (Revised Edition) by Bagnall and Norton, so that the terms "Jap" and "Japs" are revised to read "Japanese", and further

BE IT RESOLVED, that the Alberta Teachers Association notify author and publisher of these criticisms.

82. Whereas; the senior high school curriculum committee is the final committee dealing with changes in curriculum, and

Whereas; this committee is composed almost entirely of members who are not actively engaged in teaching in the classroom,

BE IT RESOLVED, that representations be made to the Department of Education to have the senior high school curriculum committee reorganized so that

not less than one quarter of the personnel are teachers currently teaching in the classroom.

83. Whereas; in order to teach functional grammar it is necessary for teachers to know thoroughly the fundamentals of English grammar, and

Whereas; for some years the teaching of grammar has been neglected in many schools,

BE IT RESOLVED, that we recommend that the Faculty of Education place a greater emphasis on grammar as a tool for Temporary Licence students, and for Bachelor of Education students who plan to teach English.

84. Whereas; the student who leaves high school with the high school diploma, and who will, it may be assumed, continue no further with his formal education, is the very student who most needs the cultural and inspirational influence of an adequate program of English in the high school.

BE IT RESOLVED, that we strongly recommend that the three literature units be made compulsory for the high school diploma.

Correction

In the September issue of the Magazine, the Correspondence School Branch Local was omitted from the list of locals attending the Edmonton City Convention February 12 and 13, 1953.

In the November issue of the Magazine, the following names were inadvertently omitted from the Teachers' Directory:

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**B—
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**C—
Ethel B. Campbell; Allan Casian; Denise Champagne; Jack Cheal; Julia Chilbeek; B. P. A. Clarke; A. Cleveland; Jean Clifton; Laura T. Collins; C. H. Crawford; E. M. Cuff.**

**D—
A. L. Davidson; Leo Dawson; Voldene Dewar; Lorene E. Dimm.**

**F—
Peter Farris; Chester Flett; P. Flewwell; Ing; Reil G. Francis.**

**G—
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**H—
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**S—
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**T—
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**SISTERS
Sr. Agnes Veronica (McLaughlin); Sr. Catherine Labouré.**

Financial Report

To the Members of the
Alberta Teachers' Association.

February 16, 1953.

Ladies and Gentlemen:

We submit herewith Balance Sheet of your Association as at December 31, 1952, Revenue and Expenditure Statement for the year ended that date, together with Revenue and Expenditure Statement of *The ATA Magazine* for the same period and related schedules.

We have examined the Association's books, accounts and records for the year 1952 and report that we have received all the information and explanations we have required.

In our opinion the accompanying Balance Sheet is properly drawn up so as to exhibit a true and correct view of the financial position of the Association as at December 31, 1952 and the Revenue and Expenditure Statement correctly reflects the results of operations for the year then ended, according to the best of our information, the explanations received by us, and as shown by the books of the Association.

Bank balances and securities representing the investments have been verified by us. During the year purchases of securities consisted of \$22,000.00 Edmonton Roman Catholic Separate School District No. 7 Bonds, \$20,000.00 Province of Newfoundland Bonds and \$25,000.00 Canadian National Bonds.

Additions to Office Equipment totalled \$3,356.34 during the year. \$3,669.04 has been repaid on the loan advanced by the Board of Administrators, Teachers' Retirement Fund.

Operations for the year have resulted in a surplus of \$22,229.65 on general account and a deficit of \$4,170.66 on *The ATA Magazine*, or a Net Surplus of \$18,058.99. The Association's net assets or members' equity now total \$249,317.30 composed of Total Assets as shown on the Balance Sheet of \$417,397.62 less Liabilities of \$168,080.32, made up of Current Liabilities of \$9,124.68, Trust Liability of \$69,039.53, Reserve for Depreciation on Building of \$6,236.98 and Supplementary Pension Fund Reserve of \$83,679.13.

Appropriation to Trust Funds from Revenue during the year totalled \$15,671.72, composed of \$9,000.00 from General Revenue and \$6,671.72 from Investment Earnings, the latter being at the rate of 3 percent per annum on the balances of Trust Fund Reserves at December 31, 1951, which were represented by productive assets. Details of these appropriations are as follows:

Trust Fund	From General Revenue	From Investment Earnings	Total
Scholarship.....	\$1,000.00	\$ 477.28	\$ 1,477.28
Research.....	1,000.00	529.47	1,529.47
Library.....	1,000.00	524.42	1,524.42
Building.....		2,360.38	2,360.38
Special Emergency.....	3,000.00		3,000.00
General.....	3,000.00	1,493.78	4,493.78
Supplementary Pension.....		1,286.39	1,286.39
	\$9,000.00	\$6,671.72	\$15,671.72

By resolution of the Annual General Meeting an amount of \$24,626.20 was transferred to a Special Emergency Fund, leaving a balance of \$20,000.00 in Surplus at that time.

During the year the Supplementary Pension Fund Reserve was increased by \$40,799.47 to a total of \$83,679.13 at December 31, 1952. Revenue from members for the year totalled \$88,520.65, interest on funds invested \$1,286.39 and Supplementary Pensions paid amounted to \$49,007.57.

Net cost of operating Barnett House for the year was \$6,379.99 or \$531.67 per month.

We shall be pleased to supply any further information which may be desired at any time.

All of which is respectfully submitted.

PATRICK DUNCAN, McCLARY, McCLARY & COMPANY,
By: John P. McClary.

ALBERTA TEACHERS' ASSOCIATION
BALANCE SHEET

Assets

Current Assets

Cash on Hand	\$ 25.00
Cash in Imperial Bank of Canada	20,714.57
Department of Education and Divisional School Boards (Estimate of Fees not yet Received)	9,500.00
Cash Advanced for Executive Expenses	90.20
Accounts Receivable	\$ 5,571.51
Less Reserve for Bad Debts	<u>200.00</u>
Stationery on Hand	1,350.00
Insurance Prepaid	<u>354.50</u>
	<u><u>\$ 37,405.78</u></u>

Fixed Assets

Office Equipment	\$ 12,680.14
Less Reserve for Depreciation	3,002.25
Library	\$ 2,000.53
Less Reserve for Depreciation	2,000.53
Deposits	<u>100.00</u>
	<u><u>9,777.89</u></u>

Trust Fund Assets

Cash in Bank	\$ 6,895.02
Securities of the Dominion of Canada, Provinces of Saskatchewan, Ontario, Manitoba, New Brunswick and Newfoundland, Cities of Edmonton and Calgary, Edmonton Separate School District and Canadian National	186,686.68
Accrued Interest	2,027.88
Supplementary Pension Fund Deposit	4,500.00
Estimate of Supplementary Pension Fees Receivable	7,300.00
E. C. Ansley Mortgage	2,612.00
F. J. C. Seymour Mortgage	4,461.71
Investment in Land and Building	<u>158,730.66</u>
	<u><u>370,213.95</u></u>
	<u><u>\$417,397.62</u></u>

This is the Balance Sheet referred to in our report to the Members of the Alberta Teachers' Association dated February 16, 1953.

PATRINUIN, DUNCAN, McCLARY, McCLARY & COMPANY,
Chartered Accountants,
By: John P. McClary.

Edmonton, Alberta,
February 16, 1953.

ALBERTA TEACHERS' ASSOCIATION

BALANCE SHEET

DECEMBER 31, 1952

Liabilities

Current Liabilities

Accounts Payable	\$ 1,607.38
Local Fees Payable	6,048.70
Strike Fund	1,468.60 \$ 9,124.68

Trust Funds Liability and Reserves

Trust Liability—

Teachers' Retirement Fund—

Mortgage \$ 69,039.53
 Reserve for Depreciation of
 Building 6,236.98

Building Trust Fund Reserves

Scholarships	17,041.94
Research	15,845.03
Library	15,419.34
Building	81,039.86
Special Emergency	27,626.20
General	54,285.94
	211,258.31

Supplementary Pension Fund Reserve

83,679.13 370,213.95

Surplus

Balance December 31, 1951 \$ 44,626.20

Balance December 31, 1951	41,020.20
Net Surplus for Year 1952	22,229.65
Less Magazine Deficit for	
1952	4,170.66

Deduct

Transfer to Special Emergency Fund 24,626.20 38,058.99
..... \$417,897.62

THE ATA MAGAZINE

REVENUE AND EXPENDITURE STATEMENT

YEAR ENDED DECEMBER 31, 1952

Revenue

Advertising \$ 11,270.35
Subscriptions 9,754.30 **\$ 21,024.65**

Expenditure

Administration	\$ 1,200.00
Salaries	4,800.00
Rural Editorial Service	<u>418.78</u>
Printing of Magazine (10 Issues)	\$ 13,567.17
Commission on Advertising	3,490.49
Postage—Magazine	<u>518.87</u>
Rent and Janitor	<u>1,200.00</u>
Net Deficit for Year Ended December 31, 1952	\$ 4,170.66

ALBERTA TEACHERS' ASSOCIATION
REVENUE AND EXPENDITURE STATEMENT
YEAR ENDED DECEMBER 31, 1952

Revenue			
Fees		\$127,022.83	
Less Transferred to The ATA Magazine	9,000.00	\$118,022.83	
Investment Earnings		8,428.59	
Sale of Old Furniture		1,014.38	<u>\$127,465.80</u>
Expenditure			
Office and Administrative (Per Schedule)		\$ 38,041.44	
Honoraria		250.00	
Law Costs and Legal Retainer		1,389.90	
Publicity		8,059.42	
Fall Conventions	\$ 5,087.59		
Less Revenue Applied	2,319.27	2,768.32	
Banff Workshop	\$ 8,051.36		
Less Receipts Applied	3,980.00	4,071.36	
Annual General Meeting		8,021.33	
Emergent General Meeting		2,398.69	
Executive Meetings		6,155.05	
General Executive Expense		2,556.33	
Committees (Per Schedule)		2,218.05	
Salary Negotiations		4,006.39	
Board of Reference		755.52	
Canadian Teachers' Federation—Fees		7,830.40	
Canadian Teachers' Federation—Convention		37.37	
Western Conference		286.27	
Canadian Educational Association Convention		816.12	
BC Workshop		145.90	
Scholarships	\$ 345.00		
Less Revenue Applied	345.00	-----	
Library Committee	\$ 252.61		
Less Revenue Applied	252.61	-----	
Official Opening		32.15	
Stettler Strike Expenses		80.00	
Bad Debts		144.42	
Trust Fund Appropriations—			
From General Revenue	\$ 9,000.00		
From Investment Earnings	6,671.72	15,671.72	<u>105,236.15</u>
Net Surplus, being Excess of Revenue over Expenditure, for the Year Ended December 31, 1952			<u>\$ 22,229.65</u>

**ALBERTA TEACHERS' ASSOCIATION
SUPPLEMENTARY PENSION FUND RESERVE
DECEMBER 31, 1952**

Balance January 1, 1952	\$ 42,879.66
Revenue—	
Receipts in 1952	\$ 89,253.82
Less Estimate of Fees Re- ceivable January 1, 1952..	8,033.17
	\$ 81,220.65
Add Estimate of Fees Receivable December 31, 1952	7,300.00 88,520.65
	\$131,400.31
Supplementary Pensions Paid in 1952	49,007.57
	\$ 82,392.74
Add Allocation of Investment Earnings	1,286.39
Balance December 31, 1952	\$ 83,679.13
Represented by—	
Deposit with Board of Ad- ministrators, Teachers' Retire- ment Fund	\$ 4,500.00
Estimate of Supplementary Pen- sion Fees Receivable as at December 31, 1952	7,300.00
Securities and/or Cash	71,879.13 \$ 83,679.13

**ALBERTA TEACHERS' ASSOCIATION
BARNETT HOUSE
STATEMENT OF RENTAL COSTS
YEAR ENDED DECEMBER 31, 1952**

Revenue	
Rentals—	
Monarch Life Assurance Com- pany	\$ 6,496.80
Teachers' Retirement Fund ...	2,000.00
The ATA Magazine	1,200.00
Total Revenue	\$ 9,696.80
Expense	
Taxes	\$ 3,088.43
Insurance	285.00 \$ 3,373.43
Maintenance	531.19
Heat	597.94
Light and Water	\$ 974.59
Less Recoveries	441.65 532.94
Janitor	\$ 2,700.00
Less Recoveries	1,260.00 1,440.00
Total Direct Expense	\$ 6,475.50
Interest on Mortgage	\$ 2,942.30
Interest Charge to Provide Earnings at 3 percent on Trust Funds Invested	2,690.73 5,633.03
Provision for Depreciation at 2 1/4 percent	3,968.26
Total Expense	16,076.79
Net Cost in Lieu of Rent	\$ 6,379.99

Knowledge Versus Frills

(Continued from Page 6)

over 50 percent of our children. The 20 percent of school time devoted to exploratory subjects is a small concession to the large number of students who are not academically minded.

A second specific charge is that forty vocational and general electives skimp the old-line or matriculation subjects in the senior high school. Again what is the answer?

The last two annual reports of the Alberta Department of Education show that approximately 8,200 students registered in English I (Grade X English) each year. This figure is a fair indication of the maximum number of students who could possibly be expected to register in the first unit of any course. The approximate enrollment in the matriculation courses was: Social Studies—8,200, Algebra 1—6,000, Physics 1—5,400, French 1—5,300, Geometry 1—5,000, Chemistry 1—5,000, Latin 1—900, German 1—40. Note that each academic subject except the last two enrols over 60 percent of all students entering high school. Contrast this with the six most popular electives: Typewriting—4,400, Bookkeeping—3,000, Dramatics—1,700, Art—1,500, Music—1,500, Business Fundamentals—1,400. The evidence demonstrates that Alberta high schools are not abandoning knowledge for "frills."

What about the time spent on electives? If the student chooses a matriculation program (general university matriculation) he must have 85 out of his 100 credits in the following subjects: English, social studies, algebra, trigonometry and analytical geometry, chemistry, physics, and a foreign language. In the same program he must have a minimum of 10 out of 100 credits in electives. This is hardly a case of skimping in the matriculation program. Students who do not wish to matriculate (enter university) are given a much wider choice, but about 65 out of the 100 credits is the maximum they can choose from the vocational and general electives.

Again, the stubborn facts support this program. In the last forty years, the high school population has increased from 2,400 to 22,000. In 1912, the high school included only about 4 percent of the school population, while today it includes about 13 percent. It is common observation that our high schools must deal with increasing numbers, and increasing proportions of all students. Are our schools for all the people, or for only the academically minded? Are the junior and senior high schools to train only an elite few, or to train all who would like to profit? These are the questions hidden behind the charges we have been considering.

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Can We Afford Compulsory Retirement At Age 65?

(Continued from Page 7)

er among those who went out and got themselves another job. I strongly endorse the idea that a man's usefulness does not end inflexibly at 65 and I am convinced that within the next decade most retirement plans will come to recognize this principle, not only for the good of the individual but also for the good of their own business.

Louis Blake Duff, Writer and Publicist, Welland, Ontario

Compulsory retirement is one of the big crimes of this age. As I write, I think of a battalion of retired bankers doing a bit of accountancy, bookkeeping here and there, even helping to run service stations. Some venture into insurance. Surely these men are of more value in the occupation in which they began as boys and worked up to the point of being at the head of the office.

As I write, a big husky man is walking past my office door. He is singing at the top of his voice. He often talks to himself in the same key. He is off the beam. I have known him for 30 years, always as straight and sane as anybody else. He was put on pension last spring. It has a relationship to the matter that very few men know what to do with leisure. A few with leisure find themselves in a seventh heaven. Ninety-nine in 100 are lost souls. Walking into leisure is walking into a tremendously accelerated deterioration.

In a bank in Girard, Pa., I asked for the manager and was introduced to a youth of 93, the best-dressed and best-groomed man I had seen in a month; bright, too, bright as a dollar. Had he been retired at 63, he'd have been in heaven at 73, that

(Continued on Page 57)

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Official Bulletin, Department of Education

No. 152

Victoria Day

By Federal Statute Victoria Day will now be celebrated on the Monday preceding May 25. This means that it will fall on May 18 this year. The schools of Alberta will conform to this change.

Coronation Souvenir

Prior to June 2 the Department expects to distribute to all schools a souvenir book, one per classroom, which in illustration and text portrays the life story and the nature of the responsibilities of Her Majesty Queen Elizabeth II. The Department is not aware of any intended distribution of individual mementos from any source.

Ninth Annual Creative Writing Competition, Third Annual Art Scholarship Competition

These competitions for Alberta schools, 1952-53, are sponsored by the University of Alberta's Banff School of Fine Arts and the Pro-

vincial Chapter of the IODE in co-operation with the Department of Extension, University of Alberta.

The Writers' Conference held each year as part of the University's Banff School of Fine Arts has two major aims: first, to encourage the collection of Alberta materials such as might be useful to creative writers, and second, to encourage Alberta writers to use Alberta themes and subjects.

During the past eight years over eleven hundred entries have been received in the various competitions, and as a result the IODE has not only decided to sponsor a ninth competition but to add a competition for young artists as well.

Information about the rules of the competitions and other particulars may be obtained by writing to Donald Cameron, Director of the Banff School of Fine Arts, Department of Extension, University of Alberta, Edmonton.

Phone 21739

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Times Have Changed

From The ATA Magazine, March, 1928

By C. L. Gibbs in the debate on the Speech from the Throne:

"He again stressed the importance of raising the standard of Normal School training and suggested a two-year course, during which Grade XII work could be completed together with the professional training. He reminded the Minister of his previous suggestion for a Faculty of Education in the University and asked whether any decision on this matter might now be expected."

John W. Barnett stated that the advisory council of education was proposed for four purposes:

"1. The control of matters such as the issuance and cancellation of certificates,

"2. Control of teaching of candidates for the teaching profession,

"3. Control of the granting of equivalent qualification in Alberta, that is, the examination and determination of the qualifications of teachers from other provinces who come to Alberta and seek employment in their profession. This matter is now handled by the Department of Education.

"4. Control and operation of Normal Schools. 'The Alberta Teachers' Alliance strongly objects to the present mass production of teachers,' Mr. Barnett said. 'The net increase of new school rooms in Alberta every year for the last ten years has been 170 or a total of 1,700. The average production of new teachers has been 1,500 per year or a total of 15,000. Consider the wastage which an examination of these figures reveals. It is appalling.'

Excerpts from editorial:

"Suffice it to say, however, that the Alliance and The ATA Magazine have striven not a little, to 'sell'

everybody on the need of reform and the institution of a larger educational unit: for the past four years the ATA and The ATA Magazine have argued and debated, in season and out of season, that the one great hope for educational reform in Alberta lies in the larger unit of administration . . . "

"To inspectors Williams of Vegreville, Yule of Peace River and Edwards of Wainwright, lovers of music and song in Alberta owe a debt of gratitude. Through the efforts of these leaders and of local musicians, the movement is gaining headway and school festivals are becoming common in Alberta. . . . "

"The question of practice teaching for the Calgary Normal Students has been settled for the present term. The teachers are being asked by the school board to accept the responsibility without remuneration, the students to attend the public school classrooms for the morning sessions of ten consecutive school days, two forenoons for observation, and eight for practice teaching. The teachers will give lesson assignments, and send in written criticisms of the lessons taught."

From *The Calgary Albertan*.

"A Toronto teacher was docked half a day's pay recently because he was summoned to court as a witness of an automobile accident. In commenting on the incident, the *Toronto Star* says: 'One trustee used school board motor cars to the extent of 100 hours (of which 71 were overtime) during December alone; another 88 hours; another 71 hours—and so on to the extent of 1,410 hours in that month. There is money for chauffeurs and gas, but none for a teacher who was called away from duty through no fault of his own.'"



Homemaking for Teen-agers—

McDermott and Nicholas, *The Ryerson Press*, \$3.00.

Homemaking for Teenagers presents an overall picture of homemaking in its various aspects, being designed for the early teenage level. Much of it deals with topics suitable for mixed classes of boys and girls as well as separate groups.

The material is well-organized and treated in a simple, pleasing manner. The book contains excellent illustrations and good diagrams as well as listed topics, questions and projects for class discussions.

According to the *Preface*, "The materials of this book are so organized that considerable stress is laid on desirable personal characteristics." The authors deal with the problems of caring for toddlers, young runabouts and babies (Chapter One—"Your Job as Big Brother and Sister").

"There's Lots to Learn about Food" gives much valuable information on nutritive value, and techniques in preparation, serving and buying—all organized under the Seven Basic Food Groups (American).

The chapters dealing with sewing techniques include sewing machine usage and care; principles of pattern and material selection; detailed instructions for the construction of an apron, laundry bag, shoe bag and dirndl skirt; and a discussion of the problems of blouse and dress con-

struction. Color, line, school wardrobe planning and shopping habits are also discussed.

Other chapters deal with grooming, personality, housekeeping, party-planning and home decorating.

Recommended for use in Grade IX and the general home economics courses of high school level.

F.N.E.

Democratic Leadership In Physical Education—

Maud Knapp and Frances Todd, *The National Press*, Millbrae, California, \$1.25.

This very timely physical education book gives a clear analysis of the democratic approach to teaching the subject. Probably no single factor is more pertinent at a time when changing curricula and educational philosophy have tended to confuse teachers of physical education.

In addition to clarifying the basic concepts of a democratic approach to instruction for the benefit of the teacher, this work gives a clear analysis of the framework of physical education in the structure of the whole educational picture.

Another section of the book presents a very valuable series of physical education objectives — neuromuscular skill, socioemotional growth, health understanding, and intellectual benefits—for the guidance of physical education teachers.

This book should be an invaluable aid to all teachers responsible for organizing and teaching physical education.

W.C.

**The Exeter and
The North Saskatchewan—**

Rev. J. E. McGrane, Lieut., RCSC, Published by the Exeter Sea Cadet Corps, Lac La Biche, Alberta, Canada. \$2.24.

Rev. J. E. McGrane's little book is the story of the birth, growth, and achievements of the Exeter Sea Cadet Corps of Lac La Biche, Al-

berta. It is a tale very simply told by the commanding officer, a parish priest in that northern town. His wide experience as a sailor, farmer, printer, editor, linotype operator, wireless operator, mechanic, and boat builder gives him background which brings a wealth of opportunity to a group of boys organized as a cadet corps.

The book should prove particularly interesting to readers directly associated with the Corps, or with Sea Cadet work in the Dominion.

E.G.C.

(Continued from Page 53)
is, if heaven is the ultimate destination of bankers. I am opposed to the whole retirement scheme for it is forcing a great army of men every year from the job each of them knows and each of them gets happiness in doing. The total of the economic loss is more than Canada can well bear.

Prof. Gerard Dion, Industrial Relations, Laval University, Quebec, City

Compulsory retirement would be actually cruel because no one can live with the actual government pension system. But it would be desirable if an adequate system is established

with the cooperation of employers, employees, and government. Also it is a normal thing in the development of civilization.

C. F. Fraser, Director, Institute of Public Affairs, Dalhousie University, Halifax

Compulsory retirement at any specified age is economically and socially undesirable. A compulsorily-retired person feels that his services are of no value to society. It would be in the national interest to have retirement take place when the productive capacity of the individual has been impaired by age to the point where his output is no longer offset by his skill.

The lack of fiscal independence of school boards or the agencies in charge of school affairs has been a factor in teachers' strikes. It took St. Paul, Minnesota, almost four years after strike action to realize that education was more than "just another" municipal function and that its schools were important enough to warrant a special Board of Education independent of other city agencies. The St. Paul strike illustrates the weakness that exists when fiscal matters of education depend upon city officials other than responsible educational authorities.

*Excerpt from "Teachers' Strikes in the United States"
The Phi Delta Kappan, January, 1953*

Teachers in the NEWS

Six teachers have been appointed principals of Edmonton schools to begin in September—L. M. Campbell, Calder School, A. S. Cornelius, Windsor Park School, W. T. Fowler, Victoria Composite evening classes, H. B. Harding, Idlewyld School, Loran Nichols, North Glenora School, and E. B. Souch, Queen Mary School.

J. L. McKinley, vice-principal of Barrhead School, was again selected by the AAU of C (Alberta Branch) to take Alberta's boxing team to the "Diamond Belts" tournament at Vancouver. This year, as last, he was

awarded a trophy as "Most Successful Prairie Coach."

Dr. James Fowler, principal of the Institute of Technology and Art in Calgary for eleven years, retired on December 18, 1952. Before taking over the principalship at the Institute, Dr. Fowler served as an instructor in the science department for twenty-five years. Dr. Fowler has been appointed secretary of the Calgary and District Community Chest, and has taken over the position from Eric McGreer, who is secretary of the Chamber of Commerce.

THE ATA MAGAZINE

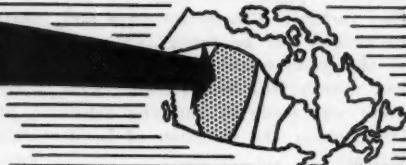
Results of questionnaire re name

A large majority of the teachers who sent in the questionnaire were not in favour of any change of the name of the Magazine. The Executive Council approved the recommendation that the name of the professional organ of the Alberta Teachers' Association continue to be *The ATA Magazine*.

The thanks of the editor and the Executive Council is extended to these teachers who replied to this questionnaire.

NEWS

from
OUR LOCALS



Andrew Sublocal

Nicholas Poohkay of Hairy Hill School and Northeastern representative of the Alberta Teachers' Association, addressed the teachers of the Andrew Sublocal on "The County School System."

Alex Hushlak was chosen as sub-local representative to the school division track meet, which will be held in Lamont in May.

J. W. Huculak briefly reported on the plans and policies of the local executive.

Barrhead Local

Teachers of the Barrhead Division met for their annual bonspiel on January 24. A fee of 50¢ per curler helped to defray part of the expenses of lunch and prizes, and local funds covered the balance. George Annesley was in charge of the round robin elimination.

Correspondence School Branch Local

At the local meeting on February 3, under the chairmanship of Helen Berry, annual reports were presented. A musical program by Elizabeth Filipkowski and Helen Berry followed the business meeting. The guest speaker, F. J. C. Seymour, assistant secretary of the Alberta Teachers' Association, gave an informative address on "Some Aspects of Professionalism."

Activities of the local for the coming year will be directed by the following executive: president, Helen

Berry; vice-president, Walter McKay; secretary, Judy Matsuba; treasurer, Ruth Lomas; section representatives: elementary, Violet Syrotuck; junior high school, Irene Christensen; senior high school, Beth Watson.

Evansburg-Wildwood Sublocal

Arrangements for the spring rally, to be held in Wildwood around the first part of May, were made by Evansburg-Wildwood sublocal members at their January meeting.

The following committees were set up: banquet, John E. Reid, Emily Browne, and Evelyn Holby, arrangements for speakers, Kenneth Wade, Clara Rehn, Thelma Mitchell; welcoming committee, Ralph Zuar and John Reid.

Lethbridge City Local

At the January meeting, Leonard McKenzie was elected to represent the teachers at the school board meeting. Marguerite Esplen was named chairman of the publicity and public relations committee.

Jack Stead will act as treasurer until the end of this term and Fred Thomas will be secretary-treasurer of the MSI and Blue Cross group plans.

G. S. Lakie was nominated to contest the Easter elections as representative of Southwestern Alberta on the ATA Executive council.

Marwayne-Streamstown Sublocal

At the February meeting of the

Marwayne - Streamstown Sublocal, secondary plans were made for the May festival. Classes for solos and recitations will be fewer this year, as the group-work theme in music and speech will be stressed. Progress was made in choosing selections, under the direction of L. R. Metcalf.

Medicine Hat Rural Local

An account on salary negotiations with the board was given by E. J. Slettedahl at the February meeting. Teachers accepted the proposals placed before the board by the negotiating committee, namely, the deletion of the clause concerning second degrees, payments for summer school attendance, and an increase of \$25 each on first four increments, plus an increase of \$150 on basic.

It was decided that all teachers working on special committees, such as the negotiating committee, be paid 10c per mile to defray cost of transportation.

Group insurance circulars are being circulated for further study.

Strathmore Sublocal

Councillor Margaret Gordon gave a report at the January meeting.

Members compiled, from the 1950-51 school fair books, a list of prize winners to be used in paying the children's outstanding prize money.

Taber Sublocal

The business section of the meeting consisted of a report of correspondence with R. Kimmitt, district representative, and a report by R. MacIntosh on the work of the salary negotiating committee.

A panel discussion, under the chairmanship of William Hendrickson, on the article, "Teaching Rating? Yes, But By Whom?" in the January issue of The ATA Magazine,

followed. Teachers who took part in the panel were Eileen Kemp, Helen Jennings, Wanda Beaumont, and Howard Court.

Vermilion Sublocal

Marjorie Knapp, sublocal councillor, gave a report on the January executive meeting.

Representatives of each grade in divisions one and two gave a summary on the Arithmetic course. A question and discussion period followed. Junior high school and high school representatives will continue the discussion at the next meeting.

Wainwright Sublocal

Resolutions concerning the new curriculum for the senior high school, and also a resolution concerning the policy of the Department of Education, were passed at the January sublocal meeting, and are to be forwarded to the local executive.

The greater part of the January meeting was devoted to a workshop in preparation for the local institute. The members divided into two groups, under the chairmanship of Lola Mabey and Sister M. Bernadette, with N. Kinasewich and Helen Reishus acting as recorders. At the conclusion of the discussion and reports, Superintendent S. A. Lindstedt, acting as observer, gave helpful criticism.

Westlock-Clyde Sublocal

The question of track meets was again discussed at the February meeting. Among the recommendations made by the meeting were the suggestions that there be a track meet in the elementary grades for each sublocal in the division and one high school track meet for the entire division. The committee, headed by R. T. Staples, will investigate further upon the basis of these recommendations and will report at the March meeting.



Vacation Certificates

March 2, 1953

To Registrars and Principals
Canadian Schools and Colleges:

The following reduced fare arrangements have been authorized by this Association for teachers and students of Canadian Schools and Colleges in connection with their Easter holidays:

Territory: Between all stations in Canada.

Conditions: Tickets will be sold to teachers and pupils of Canadian Schools and Colleges, on surrender of Canadian Passenger Association Teachers' and Pupils' Vacation Certificate Form 18W.

Fares: Normal one-way first class intermediate class or coach class fare and one-half for round trip, minimum fare 30 cents.

Dates of Sale: Tickets to be sold good going from Tuesday, March 17, 1953, to and including Monday, April 6, 1953.

Return Limit: Valid for return to leave destination not later than midnight, Monday, April 20, 1953.

Tickets will be good for continuous passage only.

Note: Your particular attention is called to the essential condition that Form 18W may be issued only to Principals, members of the teaching staff and pupils of the schools and colleges in Canada, for their personal use.

A supply of the Vacation Certificates (Form 18W) referred to above

may be obtained on application to Superintendents, Inspectors or Secretary-treasurers of School Districts, or to this office.

CANADIAN PASSENGER
ASSOCIATION,
ROY H. POWERS,
Vice-Chairman,

Do Our Schools Need An SOS?

January 28, 1953.

To the Editor:

Please accept, with our compliments, the enclosed copy of the February issue of the *Ladies' Home Journal*.

We feel sure you will be interested in reading the editorial by Dorothy Thompson entitled "Do Our Schools Need An SOS?" While it pertains to the present day problems of the USA public school system, there are several analogies contained in this article pointed to Canada's public school system.

It is our sincere hope this article is of interest to you in your organization and that you may see fit to bring it to the attention of your members through bulletin mentions, etc.

Any evidence of such notification given, plus your own personal comments, will be greatly appreciated by the writer.

Cordially yours,

E. L. VAN ALSTYNE,
District Sales Manager,
Curtis Distributing
Company, Ltd.

Teachers Awarded Life Memberships, 1952

	Years of Service in Alberta
Marion G. Ashman, 725 Chelsea Street, Nanaimo, B.C.	41.7
Helen G. Barber, 607 Hillcrest Avenue, Calgary	33.9
Paul R. Brecken, 320 - 1 Street NE, Calgary	31
Lucy Brydon, 1915 - 12 Street W, Calgary	40.1
Edith Burns, 11206 - 100 Avenue, Edmonton	43
B. L. Cook, 1223 - 19 Avenue W, Calgary	29
Mildred P. Crawford, 3125 Grande Avenue, Everett, Washington	32
George Cromie, 206 Anderson Apartments, Calgary	34.33
John Thompson Cuyler, 53 Aberdeen Street, Medicine Hat	42.5
Mary I. Dulmage, Box 131, Nanton	33
W. K. Gish, 201 - 25 Avenue NE, Calgary	28
Sarah Mildred Gordon, Medicine Hat (Deceased)	38.4
Elbridge E. Green, Holt, B.C.	28.708
Abigail Florence Haslam, 31 Arlington Apartments, Edmonton	39
Ila Saphronia Hill, 1960 W 8 Avenue, Vancouver, B.C.	26
Norman A. Houghton, Daysland	38.1
William Jones, 1716 - 25A Street W, Calgary	34
Olive Kelley, Killam	30.8
Frederick B. King, Box 611, Drumheller	38
Minnie L. Legate, Drumheller	31.6
A. T. Litt, Burdett	38.3
Catherine I. Lodmell, Bruce	26
Eleanor MacArthur, 2116 Hope Street, Calgary	37.9
Beatrice McVey, Box 485, Banff	34.5
William G. Moffatt, Blairmore	30
William John Moffatt, 11008 - 82 Street, Edmonton	39
Dorothy Edna Oakley, Vermilion (Posthumous)	31
John Percy Page, 10812 - 113 Street, Edmonton	40
Leo L. Piercy, 11118 - 81 Avenue, Edmonton	31
Edith Purdy, Hanna	26.6
Cora I. Robertson, 2212 - 15A Street E, Calgary	37
George Robinson, 3046 - 2 Street SW, Calgary	30.4
Lila Isabella Rockwell, Berwick, Nova Scotia	40
W. T. Roycroft, 316 - 14 Street S, Lethbridge	41.5
Alfred Charles Russell, 9612 - 95 Street, Edmonton	38
Luella M. B. Silverthorn, Perryvale	28
Ann Cameron Smith, 10951 - 83 Avenue, Edmonton	43
Annie M. P. Smith, 11212 - 94 Street, Edmonton	39
Edgar Smith, 227 Hampton Road, Victoria, B.C.	36.8
Pearl K. Smith, Box 143, Port Coquitlam, B.C.	19.7
Frank Speakman, 1804 - 18 Avenue W, Calgary	40.2
Albert E. Warren, Box 97, Peace River	39
Frederick J. Wright, 218 - 4 Avenue NE, Calgary	34



Secretary's Diary

February 18, 1953

The week of January 19 I spent in the office trying to catch up with correspondence and the business of the last meeting of the Executive.

Saturday, January 24

Roy Eyres, Kim Ross, and I attended a meeting in Calgary of representatives of salary negotiating committees of locals in the Calgary District. About 75 teachers were present.

Monday, January 26

I had several interviews in Calgary about individual pensions and newspaper publicity.

Monday evening the Alberta Teachers' Association was host at a dinner at the Hotel Palliser to the Western Canada Student Teachers' Conference. This group is composed of representatives from the teacher training schools in the four western provinces. It meets every year and this was the fifth consecutive annual conference. The Alberta representatives were: Jean Grusz, Clara Angeltvedt, Edmonton, and Ralph Hertzprung, Calgary.

The conference met for three days. Reports were received about teacher training, practice teaching, observation teaching, inservice training for teachers, entrance qualifications, tenure, salaries, pensions, etc. There was unanimous agreement that all teacher training should be in the universities and that every teacher should have at least two years of training before being placed in charge of a class.

Friday, January 30

A special committee, composed of Frank Edwards, E. G. Callbeck, N. A. McNair Knowles, W. D. McGrath, Marian Gimby, F. J. C. Seymour, and myself, met to consider recommendations for presentation to the Executive Council and the Annual General Meeting with respect to the elections of district representatives and officers of the Alberta Teachers' Association.

Wednesday, February 4

I met with Dr. Stan Clarke, Dr. Brigham Y. Card, and Harold Melsness of the staff of the Faculty of Education to discuss how a committee of the Faculty could assist the editor of *The ATA Magazine* in obtaining articles from faculty members for publication in *The ATA Magazine*.

It was agreed that there should be at least one article for each

issue of the Magazine written by faculty members and following a definite plan with respect to topics, etc.

Thursday, February 5

A special committee of the Executive, composed of Frank Edwards, W. Roy Eyes, D. A. Prescott, Marian Gimby, F. J. C. Seymour, and myself, met to consider the questionnaire sent to locals and the teachers who had attended the Banff Workshop and to prepare recommendations to the Executive Council with respect to this year's workshop.

The recommendations were approved by the Executive the following day. This year there will be five general courses and a writers' course.

Friday and Saturday, February 6 and 7

The Executive Council of the Association met for these two days, including evening sessions both Friday and Saturday. The last session adjourned at 11:30 p.m. Saturday, with some items on the agenda still not dealt with.

F. J. C. Seymour, assistant secretary, was appointed as editor of the Magazine, with the general secretary continuing as managing editor. Mr. Seymour will now look after the Magazine, including the selection and editing of articles, the various departments, the advertising, etc.

I wish to thank all the people who have helped me with the Magazine during the time I have been responsible for its publication, especially those who have written articles, worked on cartoons, and designed covers.

Conventions, Calgary and Edmonton, February 9-13

Miss Gimby, Mr. Eyes, Mr. Seymour, and I attended the Calgary convention, held in Western Canada High School February 9 and 10. This year, Calgary had a party for the teachers, their wives, and friends, which added to the success of the convention.

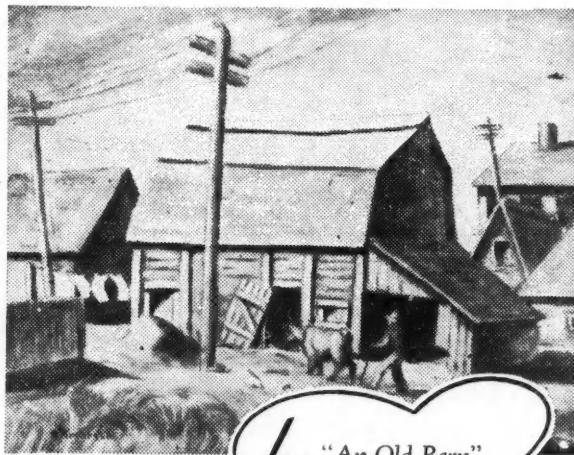
The convention in Edmonton was held in Victoria High School.

Dr. Donald Nylen was the ATA guest speaker at both of these conventions.

Wednesday, February 18

Miss Gimby, Lars Olson, Fred Seymour, Frank Edwards, Roy Eyes, Nick Poohkay, Don Prescott, and I attended the general meeting of the Killam teachers to discuss the problem of the salary dispute, in which the Killam School Board refused to accept an unanimous award of the Board of Arbitration. All except six teachers in this division were present at the meeting, which lasted from 8 o'clock until 12:15.

Erele Ansley



by "An Old Barn"

Grace Pinchbeck

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